



Richmond  
**Landcare**  
Inc.

## ANNUAL REPORT 2022–2023



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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 First Nations cultural values and biodiversity and strives to support and enhance these valuable attributes within our catchment. 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 2022–2023 it met six times. During the 2022–2023 financial year the committee continues to review 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 is passionate about building community and a sense of the value of our natural environment. She has a bush garden and, through Lennox Head Landcare, is working with community members to enhance our natural areas and to encourage our broader community and our local council to value and protect those areas in the face of increasing population and commercialism.

Vice-Chair - Jim Kinkhead



Jim represents Tregeagle Landcare with 15 years' experience with Landcare. Jim is President of Tregeagle Landcare, Vice Chair of Richmond Landcare Network Committee, Chair of North Coast Regional Landcare Network Executive, committee member of the National Landcare Network and a Landcare representative on several committees. Jim is retired from a career in NSW government in administration management at District, Regional and State level with environmental departments. Most of his time is spent on Landcare, swimming and family, his favourite hat is a "Tablelands" Akubra and favourite plant is Bangalow palm.

#### Secretary - Dr Hedy Bryant



Since moving to the Northern Rivers in 2019, Hedy has been volunteering on the dunes with Ballina Coastcare. She is currently the Secretary of Richmond Landcare Inc. Being connected to grassroots action and the natural environment is central to her sense of purpose and place. Hedy is semi-retired and keeps her hand in lecturing in contemporary leadership and contributing to research into curriculum development and disaster resilience. She has a diverse background with formative experiences working in natural resource management, vertebrate pest management, exotic disease preparedness, catchment management and Landcare in the 1980s and 1990s; coordinating the establishment of the Australian Wildlife Health Network in 2002. Her favourite plant is the grevillea because of its attraction to birds, while on the dunes it's the coastal banksia - *Banksia integrifolia*.

#### Treasurer - Lyn Thomson



Back in 2009 Lyn was Richmond Landcare's part-time School's Officer, working on various environmental projects with many schools in the Richmond Catchment. She also worked part-time for The Australian Native Bee Company, educating schools and the community on the importance of Australian Native Bees. Now in retirement, Lyn is currently Treasurer of Richmond Landcare representing Bagot Park Landcare, an Executive member of North Coast Regional Landcare and a Director and Secretary of Landcare NSW. Some of her passions are, her grandchildren, Australian Native Bees, gardening and working with Steve, her husband, restoring their 110-acres (44 hectare) property at Swan Bay. Their farm was previously a sugarcane farm; slowly the swamps are rejuvenating, and they are now planting thousands of trees on the farm. She happily reports that the birds and 'the bees' are returning. When asked about her favourite hat and plant, she replied, "I rotate my favourite caps between my RLI cap, my NCRLN cap, and of course my bee veil hat. My favourite plant is the Blue Tongue, *Melastoma affine*, a favourite of Blue Banded Bees."

#### Public Officer - 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 - Peter Biddles



Peter represents Soil Care. He is a retired Industrial Chemist, specialising in surface coatings, metallic and non-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 retired as treasurer and a member in 2022. He and his wife downsized and sold the property five years ago and now live at Palm Lake.

#### Committee Member – Big Rob



Big Rob represents Lismore Lake Incorporated Landcare, which was established in 2021 to help progress the regeneration of the Lismore Lake Precinct as a bird sanctuary and as an accessible and inclusive community recreation space alongside the Wilsons River in South Lismore.

Big Rob is a lawyer, a councillor at both Lismore City Council and Rous County Council, and an active member of Lismore City Council's Floodplain Risk Management Committee. Passionate about flood mitigation, Big Rob wants to see various options implemented to help reduce the impact of flooding in the region. Nature-based solutions will compliment various other options to mitigate flooding, while also assisting with geomorphic and riparian condition, aquatic macroinvertebrates, water quality, and overall river health.

#### Committee Member – Elissa Caldwell



Liss Caldwell has been a facilitator/speaker in the digital marketing and publishing industries for three decades. She is an author and artist who is inspired by nature. Liss combines her tertiary, environmental studies in land degradation, soil erosion and demography with her passion for conservation, organic, chemical free rewilding in the restoration of rainforest, koala, pollinator, Richmond Birdwing Butterfly and glossy black cockatoo habitats on her property and projects within the Northern Rivers. Liss coordinates the Bexhill Cooper's Creek Landcare Group and joined Richmond Landcare in 2023.

Liss serves Lismore Council as a committee member on the Disability Inclusion Advisory Group.

"Flannel flowers have been my favourite flower since I was a girl, reading May Gibbs. Silky Oaks and She Oaks are my favourite trees; I still get excited when they self-seed on my property."

#### Committee Member - Kelly Saunderson



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 – Jeremy Stewart



Jeremy springs from Whian Whian Landcare, as well as a committee member for Richmond Riverkeeper. He loves the creative grassroots volunteerism, community, action and strategic advocacy that RLI supports. He is a past community representative on the Lismore City Council Flood Mitigation Committee. His current interests are in promoting nature-based solutions for flood mitigation; partnerships around this; deep place; and logjams!

### Our Staff

#### Previous Staff

Executive Officer – Josie Banens  
Feb 2021 – Dec 2022



Josie was Richmond Landcare's first Executive Officer commencing in February 2021 and finishing in December 2022. 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.

## Current Staff

### Executive Officer – Kath Kermode



Kath is a passionate advocate for wildlife and environmental conservation, driven by her diverse background in business management, communications, and project management. She thrives on contributing to successful initiatives that benefit both local communities and the environment.

Believing in the power of community-led efforts, Kath finds alignment with Landcare's mission. Together, she envisions making a lasting impact to protect the beauty and diversity of our world for future generations.

### Local Landcare Coordinator – Emily Headlam



Part time vegetable grower, part time Landcare Coordinator, Emily joined the Richmond Landcare team in July 2022.

Originally from country Victoria, she escaped the cold in 2021 and fell in love with the Northern Rivers which she now calls home.

Emily has managed various community projects in Victoria and New South Wales and understands the importance of building community, connection and place. With a lifelong passion for environmental stewardship, Emily believes grassroots movements like Landcare are the key to environmental and social change.

When she's not Landcaring, she is busy running Tiny Farms where she grows vegetables and sells at the Farmers Market and to the broader community. Emily loves the diversity of her job and the opportunity to work with the incredibly passionate family of Landcarers around her.

### Project Officer – Ivy Young



Growing up in the Bega Valley on rural land, Ivy Young has called the Northern Rivers home since moving here to study Naturopathy in 1998. She lives in the hills near The Channon with her husband and two sons and has been involved in various community organisations over the years. Her ideal day is spent in the garden or regenerating the weedy slopes surrounding her home, then heading to the creek for a swim with home-grown fruit to munch. Ivy is delighted to be working with Richmond Landcare, delivering projects that support people gaining knowledge, skills and support that help us better care-take the land we live upon.



## Financial Summary

To be added once the  
Annual Financial Statement  
is received from our accountants

## Our Projects

During 2022-2023, our staff successfully delivered fourteen projects worth a total of over \$157,000.

These projects covered a range of themes from support for Landcare groups, threatened and endangered species protection, weed control, riparian restoration, community engagement, 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:

- Ballina Shire landholder mentoring group
- Emergency assessment & remediation of landslips on Land for Wildlife properties
- Job's Tears project
- Koala-focused Land for Wildlife project
- Land for Wildlife 2022
- Landslide management and maintenance education project
- Landslip Recovery Project PHASE 1
- Landslip Recovery Project- PHASE 2
- Lismore City Council - Open Properties Field Day
- Lismore City Council Landcare Support 2022-2023
- Nightcap Resilience 2 Restoring Nightcap Connector Forests
- NSW Landcare Program 2019-2023
- Riparian and Habitat Recovery Workshops
- Rosy futures -Mitigating threats and supporting climate change adaptation of Rosewood Mistletoe in Lowland Subtropical Rainforest at Alstonville
- Science Walks / Science Talks

## Membership

Membership of RLI is open to any Landcare-type group in the Richmond River catchment subject to approval by the management 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 (NSWLP)

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 in the 2019-2023 program has been that of an enabler for local community Landcare. Local Coordinators work with their host organisation and the Landcare groups and organisations of their area to support and empower them to achieve their own goals. Additionally, Coordinators facilitate awareness of the Landcare program in the broader community, support the development and delivery of projects to repair and enhance the local environment and develop partnerships with other local and government organisations to further these goals. The NSWLP is currently under review prior to launching the 2023-2027 program.

## 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, Jali Land Council, Jargoan Heritage Consulting and Gilbert Laurie and the Bundjalung Tribal Society.
- Richmond River Collaborative Partnership – includes approximately 50 stakeholders discussing projects that impact the health of the creeks and rivers of the Richmond River catchment.
- A Memorandum of Understanding with Lismore City Council that helps us support Landcare groups and the broader Natural Resource Management.
- A draft Memorandum of Understanding with the Bundjalung Tribal Society – to be endorsed in mid 2023.
- An agreement with the Community Environment Network to carry out Land for Wildlife assessments.
- New partnerships with World Wildlife Fund Australia and Northern Rivers Community Foundation.
- 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 to gain support for the new Landcare Program.

## Our Key Achievements

- Implementation of our Reflect Reconciliation Action Plan (RAP).
- New website developed and published.
- Successful grant application for Nature-Based Solutions: Building Flood Resilience in the Lismore Catchment through the Australian Government Disaster Ready Fund, round 1.
- Continuation of a networking and training support program for member groups.
- Continuing support for our community in flood recovery through sourcing of ongoing funding for landslide remediation.
- Provision of land management advice to private landholders and farmers.
- Initiation of a cooperative working relationship with Jagun Alliance and the Bundjalung Tribal Society.
- Consolidation of our systems and procedures to streamline the organisation.
- Expansion of our externally funded project program.
- Collaboration with Lismore City Council, Rous County Council and Inspiring Australia on funded and partner projects.
- Delivered and contributed to events and field days to engage and educate members of our community including:
  - Members Christmas Party
  - Green Living Expo
  - Open Properties Field Days
  - Red Soil Mentoring Group Field Days
  - Primex
  - Riparian Restoration Field Days
  - World Wildlife Fund Koala Community Workshop
  - Landcare for Lifestylers
  - Search for the Prehistoric Lungfish at the Channon
  - Banyula Field Day
- Engagement with our regional, state and national umbrella Landcare bodies through committee representation, community of practice events and conferences.
- Support for the local business community by the subcontracting of more than 10 businesses, including bush regenerators, ecologists, Aboriginal land managers, Natural Resource Management 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.
- Develop a communication strategy.
- 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 8<sup>th</sup> August, 2023

A handwritten signature in black ink, appearing to read 'H. Bryant', on a light-colored background.

Dr Hedy Bryant - Secretary

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