



# Strategic Plan 2020-2030

## Summary

The Wilson Inlet Catchment Committee (Inc) has been working within the community since 1995 to improve the ecological health of Wilson Inlet and its waterways, improve the sustainability and productivity of the catchment's agricultural lands and to protect and where possible restore our natural environment.

Since we began we have made tangible progress on many fronts but still have a lot more work to do. To make the best use of the resources we have, we need to periodically re-assess where we are, and to determine whether there are new threats or opportunities emerging that require us to shift our focus. In preparing this Strategic Plan for 2020-2030 we have done this and confirmed our commitment to the main initiatives that we have been working on: Waterways, Sustainable Agriculture and Biodiversity, as well as building Community Capacity and the capacity for WICC itself to continue operating effectively for the next decade.

For each Initiative, we have identified a 10 year objective to be implemented through a number of strategies with associated actions, and defined some measures so that we can track our progress. This Strategic Plan will assist our Board to focus on those key areas that are the reason for WICC's existence.

## Who we are

The Wilson Inlet Catchment Committee (WICC) Inc is a non-profit, community run corporation committed to promoting land use practices that protect our natural and cultural heritage, waterways, biodiversity and agricultural resource base. For more than 25 years we have been building the capacity of people within the catchment by providing access to knowledge, promoting and facilitating sustainable land use and supporting community action to protect and manage our natural resources for environmental, agricultural and social benefits.

## Our vision and what we do to get there.

Our vision for Wilson Inlet and its catchment is that it is an inspiring example of ecological, agricultural and social benefits achieved through the efforts of a capable and engaged community.

Our reason for being is to engage our community and enable them to minimise their environmental impacts across all the areas that affect our catchment.

## The principles that guide our work.

We have five key principles that we endeavour to respect in all aspects of our work:

- **Community Engagement** – *We work in partnership with our community.*  
The success of our work relies on community goodwill and voluntary participation. We are inclusive, welcoming all people and sectors who share our vision, and we foster cooperation rather than coercion to encourage people to actively participate in our programs.
- **Research and Monitoring** – *We endeavour to understand our complex systems.*  
We use the best science available to us to continually increase our understanding of how our actions affect the ecological and social systems within which we live. We build networks and partnerships to help us tap a wide range of knowledge relevant to our particular environment and land uses. We monitor the work we do and use it to keep building the evidence base that ensures least risk to natural resources.
- **Education** – *We share our collective knowledge with all.*  
We endeavour to collate and communicate advances in understanding of management of the catchment, waterways and agricultural lands so that our community are able to make decisions that protect and maintain our resources.
- **Implementation** – *We get our hands and boots dirty.*  
The best way to learn is to do, and so we seek to work alongside farmers on their land, and alongside volunteers on waterways and in the bush. Every planting, soil testing or monitoring event should be an opportunity to increase people's skills and knowledge.
- **Respect for First Nations people and their knowledge** – *We acknowledge the traditional owners of the land we are on and the knowledge they have developed over their thousands of years caring for this place. We encourage participation of Pibbulman Wadandi and Menang Noongar in all our activities and seek to include more "two way knowledge" in managing the catchment and Inlet.*

## The story so far

It was apparent from at least the 1980s that salinity, water logging, nutrient runoff and other human impacts posed serious threats to biodiversity and agriculture within the catchment. Several groups were established to promote more sustainable land management practices, including statutory bodies such as the Denmark Land Conservation District Committee and the Wilson Inlet Catchment Authority. In 1995 a group of “concerned farmers’ wives” met to discuss waning community involvement in some of these groups and the Wilson Inlet Catchment Committee was established as a result.

From our inception, we have played an important role in coordinating community action to protect and restore the land, water and biodiversity of the catchment and inlet. This has included collaborating with state and local governments to develop plans and initiatives such as the Wilson Inlet Nutrient Reduction Action Plan (WINRAP, 2003) and the Wilson Inlet Management Strategy 2013-2022, and then to coordinate community action on their implementation. Under both of these plans and other projects initiated by WICC, we have reduced stock access to waterways by helping to construct over 600 kilometres of stock exclusion fencing; fenced off remnant vegetation and revegetated several hundred hectares of habitat; implemented feral animal management over thousands of hectares; assisted to establish perennial pastures; carried out soil testing and provided fertiliser management advice; and continued to provide community support for local groups and individuals.

All of these activities have helped to reduce the levels of nutrients entering our waterways, but as yet there has been neither the scale of funding nor the technical ability to fix all problems across approximately 2300km<sup>2</sup> of the catchment. Continuing these efforts while also finding additional methods of protecting land, water and biodiversity remains WICC’s focus.

### *Some facts*

- The Noongar name for the Inlet is Nullaki, meaning ‘place of seaweed’
- Wilson Inlet catchment covers 2254sq km, 40% being highly diverse natural bushland and 60% supporting primary production
- Four main river and creek systems run into the Inlet: the Denmark, Hay and Little Rivers and the Sleeman/Cuppup Creek
- About 10,000 people live within the catchment
- The bushland in the catchment is an important stepping stone between the Walpole Wilderness Area to the west and the Porongurup and Stirling Range National Parks to the east, all making up part of the Gondwana Link.
- The catchment includes a national Threatened Ecological Community (Temperate Coastal Saltmarsh)
- Around 70 threatened or priority species are known from the catchment, waterways or adjacent coastal waters, including three species of Black Cockatoo, several native freshwater species and many plant species. Some are endemic to this region.
- The catchment supports a diverse range of production including mixed grazing, viticulture, horticulture, dairies and forestry. It also supports various tourism activities and has important recreational, aesthetic and other social values that are enjoyed by the catchment residents and by visitors from around Australia and other parts of the world.

## Our current situation

After 25 years of activity, WICC Inc has considerable support from farmers and the general community and good relationships with local and state government agencies, other catchment and natural resource management groups. We are able to attract good volunteer participation in events such as tree planting and field days. We are generally seen to balance the priorities of different parts of our constituencies such as farmers, town residents and naturalists. Less nutrients are entering most of the waterways but there are others that are still receiving too high a load and these remain a priority for us, while we recognise that other parts of the catchment should not be neglected.

We have mostly relied on grants through different funding programs which are usually short term, competitive, and sometimes based more on funders' priorities than on the specific needs of the Wilson Inlet Catchment. For example, funding for weed control through Commonwealth Government funding sources has become increasingly restrictive so that many of the weeds that cause the most problems in our catchment can no longer be included in proposed project funding applications. In 2020, WICC Inc achieved Deductible Gift Recipient (DGR) status with the Australian Taxation Office which means we are now a tax deductible charity. This will now allow us to pursue philanthropic funding and target the most urgent needs.

## The next 10 years

The Department of Water and Environmental Regulation (DWER) is working on a Wilson Inlet Water Quality Improvement Plan based on updated nutrient modelling and the results of previous monitoring. This plan will have a statutory basis and WICC will maintain a role in coordinating community actions to implement the plan. We expect to continue our efforts on the programs that we have had in place in recent years, but will also need to address emerging trends including:

- Continuing decline in Australia's biodiversity, including loss of iconic fauna and flora species if habitat decline and threatening processes such as invasive species, disease and fire are not better managed
- Climate change continuing the drying of southwestern Australia's climate, resultant pressure on water, land and biodiversity, and the need for adaptive management responses.
- Generational change among the farming community and the need to reach out to younger farmers
- Opportunities to experiment with alternative methods and models as traditional farming moves to adopt new practices including regenerative and carbon-based farming.
- Technological changes possibly exerting more pressure on production, but also offering the possibility of more precise management of livestock and other land use practices.
- Changing consumer demands forcing changes in land uses and agricultural production systems.
- Changing demographics and population size within the catchment and associated pressures on the Inlet.

- Increasing demand for action to reverse the threats to biodiversity through community efforts to protect the ecological and aesthetic nature of their local areas
- Increasing influence and social inclusion of First Nations people
- Potentially more uncertainty within political structures and associated uncertainty in our traditional sources of funding.
- A concomitant increase in people's desire to engage in local structures and institutions in order to have greater control over their social, economic and natural environments.
- Demand for more environmental restoration work and training opportunities.

## Objectives and strategies

In the following tables, we have identified Objectives for each of our main initiatives, as well as strategies and actions to achieve them. These are:

- [Biodiversity Initiative](#)
- [Waterways Initiative](#)
- [Sustainable Agriculture Initiative](#)
- [Community Capacity Initiative, and](#)
- [WICC Capacity Initiative.](#)

In practice, the five initiatives are tightly linked, so most of the Strategies and Actions listed will contribute to more than one Objective. The Community Capacity and WICC Capacity Initiatives including the enabling actions to implement the other Initiatives.

## Biodiversity Initiative

Work with landowners to restore and maintain the natural biodiversity in the catchment through invasive species controls, preservation of remnant native revegetation and weed control.

### **2020-2030 Objective**

Demonstrated increase in area rated as in healthy ecological condition

<b><u>2020-2030 Strategies:</u></b>	<b><u>Actions:</u></b>	<b><u>Measures:</u></b>
<p><b>1. Nullaki Conservation Initiative.</b></p> <p><i>The Nullaki Conservation Initiative is a subcommittee of WICC Inc and was formed by landowners of the Nullaki Peninsula who are managing a feral animal-proof fence enclosing 2400 ha. Feral animal controls and surveying for feral and native animal species is being carried out with the aim of future reintroduction of additional native species</i></p>	<p>1a. Maintain invasive plant and animal control programs</p> <p>1b. Conduct at least annual fauna monitoring surveys</p> <p>1c. Support knowledge exchange with other programs that have, or are developing, feral-free enclosures and reintroduction of native species</p> <p>1d. Support Subcommittee to maintain the initiative and extend lessons learnt to other parts of the catchment</p> <p>1e. Maintain camera trap monitoring in accordance with the Nullaki Fauna Monitoring Plan 2020.</p>	<p>Area treated for invasive species</p> <p>Numbers and species of small native animals recorded in fauna surveys</p> <p>Numbers of feral animals within enclosure</p>
<p><b>2. Protect and enhance the condition of isolated bush blocks and establish connecting wildlife corridors where possible</b></p> <p><i>Areas of bushland on private properties can contain high diversity and are often in good ecological condition particularly due to infrequent burning. Those in poorer condition can often be improved by excluding stock, controlling weeds and feral animals, and by replanting key species. Connecting</i></p>	<p>2a. Provide education and build awareness of the values of remnant vegetation and their management needs</p> <p>2b. Assist land owners with biodiversity surveys of remnant bush blocks.</p> <p>2c. Assist landowners to exclude stock from remnant bush through fencing or virtual fencing.</p> <p>2d. Implement the Lindesay Link Conservation Action Plan</p>	<p>Condition of remnant bush</p> <p>Area revegetated or regenerated</p> <p>Number of bush blocks which exclude stock</p>

<p><i>bush blocks by replanting can make bushland more viable as fauna habitat.</i></p>	<p>2e. Support landowners to undertake biodiverse revegetation to increase habitat for priority species.</p> <p>2e. Encourage the provision of artificial habitat including nesting boxes where there are insufficient tree hollows.</p>	
<p><b>3. Manage problem species (animals, plants and pathogens)</b></p> <p><i>Feral animals in the catchment include foxes, cats, rabbits and feral pigs. There are numerous weeds, including Sydney Golden Wattle, blackberries, arum lilies and Watsonia. Pathogens of concern include Phytophthora species which cause dieback of a wide range of native and horticultural plants, and Marri canker</i></p>	<p>3a. Control invasive species across the catchment by supporting coordinated feral animal control programs on both public and private land</p> <p>3b. Coordinate programs to control environmental weeds</p> <p>3c. Provide information and support to identify, contain and treat where possible diseases of native plants. Provide advice and information to minimize the spread of dieback on walk trails and through bushland.</p> <p>3d. Monitor the effectiveness of control programs for weeds and feral animals</p>	<p>Area treated for feral animals</p> <p>Area treated for environmental weeds</p>
<p><b>4. Implement a comprehensive monitoring program across the Inlet and key catchment sites</b></p> <p><i>There have been a range of surveys and monitoring carried out in the past. Foreshore vegetation surveys are conducted annually and 5 yearly, while some other surveys have been conducted sporadically as funds have allowed. There is scope for more systematic monitoring by volunteers and community groups, including schools, to build a</i></p>	<p>4a. Convene a survey and monitoring advisory group to develop a citizen science program that can increase the understanding of the catchment and Inlet's biodiversity and its responses to changing conditions.</p> <p>4b. Use platforms such as iNaturalist and Atlas of Living Australia to make information widely accessible.</p> <p>4c. Periodically review, analyse and publish the monitoring data; collaborate with other organisations, including government</p>	<p>Number of survey and monitoring events each year</p> <p>Number of people participating in survey and monitoring events.</p>

<p><i>clearer picture of how ecosystems and species are responding to management and to the changing climate.</i></p>	<p>agencies, to ensure that the increased understanding is widely shared.</p> <p>4d. Use survey and monitoring programs to engage new volunteers and young people and increase their knowledge of the catchment's biodiversity.</p>	
<p><b>5. Increase knowledge and understanding of the nature of the catchment and Inlet ecosystems and human impacts on them.</b></p> <p><i>Many community members around Denmark already have a high awareness of nature and how humans interact with it. Others are less aware of their own or others impacts on species and habitats so increasing their knowledge is likely to have benefits for nature. There is great scope to expand the "two way" knowledge and learning exchange between Pibbulman Wadandi, Menang Noongar and wadjela science to ensure that country is managed well.</i></p>	<p>5a. Ensure that WICC Inc's communication materials are based on best available science and knowledge relevant to the Wilson Inlet catchment, including Pibbulman Wadandi and Menang Noongar people's traditional knowledge.</p> <p>5b. Use a range of media and events to communicate aspects of the ecology to as wide an audience as possible.</p> <p>5c. Build partnerships with schools to introduce or extend classroom curricula to include the ecology of the local area.</p> <p>5d. Identify and highlight those land managers who are implementing landcare best practice to shift behavioural norms.</p>	<p>Number of events and participants</p> <p>Number of media publications</p>

## Waterways Initiative

Implement works programs in coastal waterways to further establish native vegetation, minimise erosion and strip nutrients.

### 2020-2030 Objective

Measurable improvement in ecological health of Inlet, waterways and riparian areas

<u>2020-2030 Strategies:</u>	<u>Actions:</u>	<u>Measures:</u>
<p><b>1. Reduce nutrient levels entering waterways (Healthy Estuaries WA 2020)</b></p> <p><i>In combination with Strategy 1 for Sustainable Agriculture, reducing nutrients from all sources entering the Inlet requires reducing the amount leaving farmland, and increasing the capacity for buffering of waterways by increasing the perennial vegetation cover along their riparian zones. Inputs from other sources, such as urban areas and service facilities is also needed.</i></p>	<p>1a. Soil testing and fertiliser management (see actions under Sustainable Agriculture Initiative)</p> <p>1b. Fence and revegetate waterways, including internal waterways within farms.</p> <p>1c. Work with Water Corporation and DWER to improve the nutrient retention ability of existing drains, and to remove any point sources discharging into the Inlet.</p> <p>1d. Ensure water quality and other instream monitoring is maintained and results are accessible to WICC and the community.</p>	<p>Water quality</p> <p>Inlet sediment quality</p> <p>Benthic Macroinvertebrate diversity</p> <p>Area of land soil tested</p> <p>Abundance and community structure of aquatic fauna and flora</p>
<p><b>2. Fence, revegetate and maintain foreshore reserves, widening them where possible</b></p> <p><i>Wilson Inlet foreshores include a mixture of reserves, unallocated land and public or private recreational access areas. A comprehensive foreshore management plan was produced in 2008 with some additional plans and policies having been produced for specific sites since then.</i></p>	<p>2a. Work with the Shire of Denmark, City of Albany and Green Skills to continue to implement actions from the foreshore plan that protect and extend native vegetation around the Inlet.</p> <p>2b. Provide specific information to residents whose properties abut the foreshore about their responsibilities to control runoff of water, fertilisers and household chemicals into the Inlet, and to minimise the risks of garden escapes and domestic animals on native wildlife.</p>	<p>Kilometres of waterways fence</p> <p>Hectares revegetated</p> <p>Number of foreshore surveys</p>

	2c. Coordinate ongoing monitoring of foreshore vegetation	
<p><b>3. Implement actions from the Water Quality Improvement Plan (when completed)</b></p> <p><i>This plan is in preparation (2020) by DWER and will update the actions required to improve water quality based on revised modelling and analysis of monitoring over the life of previous plans. WICC is likely to continue playing a coordinating role on community actions.</i></p>	<p>3a. Work with DWER to communicate key aspects of the plan to catchment residents, including being clear on the responsibilities of different organisations.</p> <p>3b. Ensure WICC's role in implementing the plan is adequately resourced.</p> <p>3c. Work with DWER to ensure the plan is regularly reviewed during its implementation to ensure that actions are being progressed and that impacts are being communicated to the community.</p>	<p>Number of WIWQIP Actions implemented</p>
<p><b>4. Support landholders to transition from Blue Gum plantations to land uses that protect and restore soil and water resources.</b></p> <p><i>Plantation companies are likely to maintain plantations on land they have purchased but there is likely to be less farmland leased for plantations. Some of the areas that will be released may be the lower productivity sites, and will pose challenges for farmers seeking to return them to production or</i></p>	<p>4a. Work with landholders to identify the areas that will not be replanted to Blue Gums post-harvest, and areas in the Wilson Inlet or in other south coast catchments where re-establishment of other land uses is already underway.</p> <p>4b. Monitor methods being used, land types and emerging issues.</p> <p>4c. Provide specific advice on potential issues and ways to address them, including impacts on water table and run off, salinity, erosion, nutrients and weeds. Establish network of farmers to share methods and results.</p>	<p>Number of workshops</p> <p>Number of media publications</p>

<p><i>establish an alternative vegetation cover. Avoiding a return to high salinity waterways is essential.</i></p>		
<p><b>5. Promote improved understanding by all users on the impacts of catchment management on the Inlet.</b></p> <p><i>The number of interests, the different agency and local authority jurisdictions and the scale of the catchment means that WICC's coordinating role is extremely challenging. Educational programs are one of the ways that WICC's influence can be increased, although it needs to be supported by the other organisations so that coherent and factual information is available to all users.</i></p>	<p>5a. Promote and distribute clear information on the impacts of human uses on the waterways and Inlet, using best science and monitoring.</p> <p>5b. Support DWER and Water Corporation to improve their communication of the need for water conservation by all sectors especially as climate drying continues.</p> <p>5c. Support the Shire of Denmark and City of Albany to continually improve their management of urban developments and storm water management, including reuse.</p> <p>5c. Work with tourism operators to provide educational information on the catchment and waterways to recreational users</p>	<p>Number of media and other publications</p> <p>Number of newsletter recipients and responses</p>

## Sustainable Agriculture Initiative

We source and distribute funds and expertise to assist landowners to implement environmentally sustainable practices that reduce nutrient loads in the catchment

### **2020-2030 Objective**

Reduced nutrient and sediment export from all parts of the catchment

### **2020-2030 Strategies:**

#### **1. Reduce nutrient and sediment exports from the highest exporting land uses and sub catchments.**

*The Regional Estuaries Initiative (now Healthy Estuaries WA) provides support for soil testing, fertiliser management advice, fencing to exclude stock from waterways and revegetation. Through DWER and DPIRD, nutrient modelling and mapping is used to identify priority areas where nutrient and sediment exports are high. A challenge for WICC is to continue to target those priority areas while also supporting land owners in the rest of the catchment to identify and implement sustainable practices.*

### **Actions:**

- 1a. Provide soil testing and fertiliser management advice
- 1b. Provide access to equipment such as SatNav devices that can be hired through WICC Inc to encourage landowners to improve the precision of their operations
- 1c. Increase understanding of catchment dynamics and its implications for land use management including through support for continued refinement and interpretation of nutrient mapping and modelling by DWER and DPIRD
- 1d. Work with other natural resource management groups and scientists to evaluate the potential for the establishment of perennial dung beetle colonies across the catchment.
- 1e. Identify barriers and provide solutions for farmers to implement evidence based fertiliser applications.
- 1f. Identify and promote best practice fertiliser management.

### **Measures:**

- Area of arable land / number of farmers using evidence-based fertiliser applications
- Nutrient levels in waterways
- Number of media publications

<p><b>2. Increase knowledge and practical skills in sustainable agricultural practices across the catchment</b></p> <p><i>Emerging technologies, changes in consumer expectations and climate change offer challenges and opportunities for farmers, but can be difficult to navigate. Regenerative agriculture including carbon farming and other systems to promote soil microbiology is gaining popularity but farmers can be reluctant to change methods without being able to see evidence for clear outcomes. Some small farms, particularly in the lower catchment, are being taken up by people without long experience in farming or knowledge of how to avoid problems of soil health, weeds or water management.</i></p>	<p>2a. Investigate and gather solid evidence for implications of emerging technologies and how they may be used for greatest agricultural, social and environmental benefits in different farming systems.</p> <p>2b. Work with other organisations, including DPIRD, DWER, the Shire of Denmark and other natural resource management groups, to identify and support appropriate responses to the changing climate.</p> <p>2c. Support information exchanges and demonstration sites for emerging systems including regenerative farming to evaluate their benefits and build the evidence base for appropriate practices.</p> <p>2d. Monitor and respond to emerging issues, such as conversion of plantation forestry areas back to farmland or bush blocks, and the management of small lifestyle farms.</p> <p>2e. Support intergenerational learning within the farming community by developing opportunities for mentoring, including ensuring that the impacts of previous projects and practices are not lost.</p>	<p>Number of information exchange events</p> <p>Number of farmers participating in field days or other events</p> <p>Number of media publications</p>
<p><b>3. Support participation from land managers across the catchment</b></p> <p><i>While the Regional Estuaries Initiative has focused on parts of the lower catchment, all parts of the catchment need to be engaged if the catchment and Inlet objectives are to be achieved.</i></p>	<p>3a. Provide programs and advice for the different parts of the catchment and to the different land uses: upper and lower catchment, Parry’s Inlet catchment, grazing and mixed farming, viticulture and horticulture.</p>	<p>Number of farmers from different areas participating in events or projects</p> <p>Number of events and communications targeting different farming systems</p>

<p><b>4. Work with land managers to restore degraded areas</b></p> <p><i>Degradation can occur through water logging, surface water runoff, salinity or other physical or chemical processes. A range of techniques can be used to reduce and contain the problems including the establishment of perennial pastures, revegetation with tree or shrub species, or earthworks.</i></p>	<p>4a. Identify degraded areas and their causes, especially those with the potential to adversely affect waterways.</p> <p>4b. Investigate and trial a range of novel approaches to restoring degraded areas.</p> <p>4c. Monitor the effectiveness of the different approaches and share results</p>	<p>Area of land restored.</p>
<p><b>5. Monitor land use changes within the catchment and impacts on land and water condition.</b></p> <p><i>Among the land use changes occurring or likely to occur in the catchment are the replacement of Blue Gum plantations, and the growth in small farms or lifestyle farms.</i></p> <p><i>The changing climate will require adaptation of all farming systems' management. A shift to more mixed farming including cropping under drier conditions will require additional information and advice to be available to farmers, including the need to maintain soil cover.</i></p>	<p>5a. Work with land managers to identify options for managing land following removal of blue gum plantations that will prevent or reduce land degradation (see Strategy 4, Waterways Initiative).</p> <p>5b. Provide information for lifestyle/small farmers to enable them to minimize their impacts on natural resources.</p> <p>5c. Monitor responses to changing climate and the impacts on the catchment.</p> <p>5d. Provide information on climate change adaptations.</p>	<p>Number of Field Days held</p> <p>Number of media publications</p>

## Community capacity initiative

We bring together people and groups and support them to manage the natural resources of the WI catchment

### 2020-2030 Objective

Increased numbers and diversity of community members active in programs

<u>2020-2030 Strategies:</u>	<u>Actions:</u>	<u>Measures:</u>
<p><b>1. Mentoring/training project for young people</b></p> <p><i>We want to improve water, land and biodiversity in our lifetimes but we know the task will continue for as long as there are people in the catchment. As part of the succession of responsibility for caring for land and water, we need to have knowledgeable and passionate generations ready to take the lead.</i></p>	<p>1a. Work with schools and other community groups to develop intergenerational mentoring and training in sustainable agriculture, farming and caring for country, with older experienced people working alongside younger (school age) people.</p> <p>1b. Support specific programs with schools including two-way learning, combining traditional Pibbulman Wadandi and Menang Noongar knowledge with western science approaches.</p> <p>1c. Support a continuation of the schools' program through further training and local employment.</p>	<p>Number of young people participating in programs based on Wilson Inlet and its catchment</p> <p>Number of programs which engage schools</p>
<p><b>2. Comprehensive monitoring of waterways and catchment by community groups</b></p> <p><i>(See strategy 4 under Biodiversity Initiative)</i></p>	<p>2a. Use the monitoring and survey program to engage community, including school groups, to run components (e.g. individual site monitoring, flora surveys, Nullaki fauna surveys) and build their skills.</p> <p>2b. Collate and analyse data with participants and communicate it back through the community.</p> <p>2c. Ensure that previous projects and work undertaken is made readily accessible.</p>	<p>Community participation in projects and activities</p>

<p><b>3. Develop and maintain partnerships and relationships with other private and public organisations</b></p> <p><i>WICC has partnerships with local and state government agencies and with other natural resource management groups. We also support smaller unincorporated groups who share our values through the provision of capacity building, insurance cover and auspicing of grants. We will continue to form partnerships and networks where they can assist us to meet our objectives.</i></p>	<p>3a. Ensure partnerships are equitable.</p> <p>3b. Continue to position WICC as a coordinator between the community and state and local authorities within the Wilson Inlet catchment.</p> <p>3c. Approach local and state governments and locally based businesses for in kind or direct support for specific needs.</p>	<p>Beneficial partnerships</p> <p>Number of groups supported</p>
--	---	--

## WICC capacity initiative

We bring together people and groups and support them to manage the natural resources of the WI catchment

### 2020-2030 Objective

WICC Inc has the capacity to meet all its objectives and meet community demands for support

<u>2020-2030 Strategies:</u>	<u>Actions:</u>	<u>Measures:</u>
<p><b>1. Recruit and maintain a strong, representative and skills-based Board that actively drives WICC's programs.</b></p> <p><i>The Board needs to have the skills to ensure WICC's initiatives are progressed and to oversee and support the organisation's staff. They need to take responsibility for representing the catchment's community and advancing its needs.</i></p>	<p>1a. Ensure the Board includes a range of expertise relevant to WICC's functions, including skills in sustainable agriculture, agronomy, conservation, waterways management, education, governance, communication, business systems and finance.</p> <p>1b. Identify and recruit volunteers with additional skills and experience who can provide advice on projects and communication on specific issues.</p> <p>1c. Nominate portfolio responsibilities for each Board member.</p> <p>1d. Ensure succession planning for key Board positions</p>	<p>Ability to recruit and retain skilled and active Board members</p> <p>Ability of Board to manage WICC's programs</p>
<p><b>2. Ensure organisational policies, procedures and standards are developed and implemented so that WICC is run effectively and efficiently and meets all legal and financial obligations.</b></p> <p><i>In particular, staff and Board recruitment and personal development are essential.</i></p>	<p>2a. Policies, procedures and standards are in place and based on clear definition of WICC Inc's primary functions.</p> <p>2b. Maintain readily accessible register of WICC Inc Board decisions to avoid potentially contradictory positions being adopted unless there is clear evidence for an alternative position to be adopted.</p> <p>2c. Annually assess staffing levels, and staff development and training needs in relation to the programs and initiatives that WICC is delivering</p>	<p>Ability to recruit and retain skilled staff</p> <p>Decisions register being maintained.</p> <p>Number of Strategies and Actions from this plan that are on track.</p> <p>Number of Strategic Plan reviews</p>

	<p>2d. Ensure succession planning for key staff positions</p> <p>2e. Review and report to members annually on progress made in implementing this Strategic Plan by identifying for each Strategy and Action whether they are (a) on track, (b) have minor issues, (c) have major issues, or (d) need to be modified.</p>	
<p><b>3. Build a diverse and active member base</b></p> <p><i>WICC's projects and events rely on volunteers, primarily members. WICC also has supporters with different levels of engagement. Expanding numbers, diversity and commitment of members will strengthen WICC's ability to deliver results.</i></p>	<p>3a. Target membership from young people, First Nations, farmers and other primary producers (viticulture, forestry, horticulture), townspeople, conservationists.</p> <p>3b. Maintain membership data base listing existing skills and experience, and skills that people would like to acquire.</p> <p>3c. Develop a volunteers' strategy to ensure that volunteers are recruited and managed in ways that make best use of their skills and encourage their continued participation in WICC activities.</p> <p>3d. Support a range of member and supporter activities to maximize opportunities for active engagement, increased learning and enthusiasm for further participation.</p> <p>3d. Seek regular feedback from members on their needs and satisfaction with WICC's direction.</p> <p>3e. Identify and acknowledge proactive volunteers.</p>	<p>Number and skills of active members and supporters</p> <p>Number of member surveys</p> <p>Volunteer Strategy is implemented</p>

<p><b>4. Raise funds through grants and DGR (Deductible Gift Recipient) program to support the key initiatives</b></p> <p><i>Most of WICC's funding has been from competitive grants programs and are usually for a maximum of 3 years. With DGR status there is now an opportunity to seek other sources of funding and eventually to ensure more stability in funding.</i></p>	<p>4a. Identify the core funding requirements for WICC to be able to deliver on the strategic plan over 10 years, including the staffing needs.</p> <p>4b. Develop a donations and sponsorships strategy targeting both local and wider corporate and other private sources, and including a portfolio of funded actions to support the strategies in this plan.</p> <p>4c. Continue to target relevant funding programs that are consistent with WICC's objectives as identified in this plan.</p>	<p>Funds raised</p> <p>Ability to carry out WICC functions</p>
--	---	--

## Contact Us:

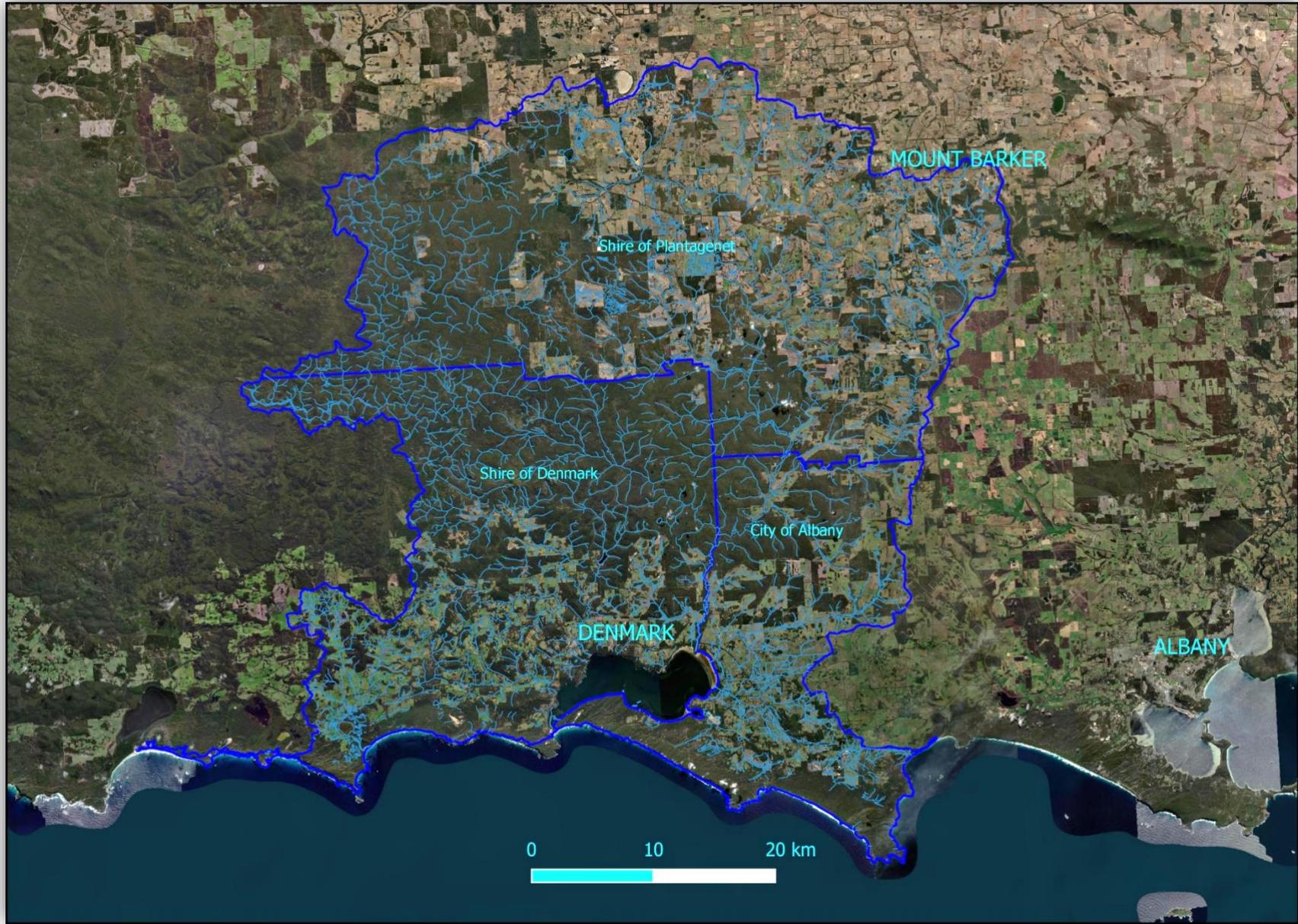
Wilson Inlet Catchment Committee Inc

PO Box 118 Mount Barker WA 6324

Email: [info@wicc.org.au](mailto:info@wicc.org.au)

Web: [www.wicc.org.au](http://www.wicc.org.au)

Phone: 0401 291 457



*Wilson Inlet Catchment and Waterways*