



Woody Yaloak Catchment Group

Five year action plan (2008 - 2012)



July 2007

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The Woody Yaloak five year action plan

Every five years the Woody Yaloak Catchment Group develops a five-year action plan. The first plan was developed in 1993, with support from Greening Australia Victoria, the Victorian Farmers Federation and the Department of Agriculture. The initial plan was used to create a major private sponsorship deal with Alcoa, a first for Landcare in Victoria. The five-year plan was the catalyst for the creation of the Woody Yaloak Catchment Project.

The third five-year action plan is due to expire in 2007. To ensure the plan remains relevant to the catchment community, partners and investors, a period of review, reflection and forward planning is required.

The five-year action plan contains three parts;

1. **Review** achievements against the action plan from 2002 to 2007.
2. Seek input from the landcare community about **what** issues they believe need to be addressed and **how** they want these issues tackled.
3. Distil these ideas into a new five-year plan. This involves examining the interests and wants of the catchment community with the issues, priorities and actions identified in relevant Regional, State and Federal plans and strategies.

The review of achievements of the Woody Yaloak Catchment Group was undertaken from analysis of the activity database, annual reports and updated maps of the catchment.

The second part involved discussions with members of the landcare groups. Four small group meetings involving 110 people were conducted, with help from an independent facilitator.

The new five year action plan was completed by the Woody Yaloak executive committee (comprising elected members of each of the landcare groups) after feedback from the catchment community. The plan reflects the wants of the community who were consulted. This may not necessarily agree with the priorities and actions identified in relevant Regional, State and Federal plans and strategies.

Part 1: Review of the Woody Yaloak five year action plan (2002 – 2007)

The 2007-2007 action plan described the desired outcomes of the Catchment Project, indicators of success and the threats to achieving these outcomes. A list of suggested actions were created as a means of removing those threats.

The actions listed in the plan were intended to be a guide only, as changing circumstances, new opportunities and actions of other partners often provide alternative ways of meeting an outcome or removing a threat. The actions set the direction but pragmatism was used to ensure actions remained relevant.

There were no priorities assigned to the actions, as the Woody Yaloak Catchment Group believes participation of the community is the foundation of achieving other natural resource outcomes. Given the outcomes, threats and suggested actions were identified in previous planning activities, it is highly likely they are important to some in the Catchment. By asking individuals to chose and then only concentrating on the highest priorities, this approach is likely to exclude some people. Therefore the aim was to try to remove **all** identified threats to achieving the desired outcomes.

The achievements from 2002 to 2006 (five year period) are reported against the four desired outcomes and the specific threats to achieving each outcome. These outcomes are;

- Viable businesses
- Strong communities capable of managing change.
- A natural environment that nurtures business viability whilst working within the capacity of the catchment
- Protection and enhancement of the flora and fauna

Activity from 2002 to 2006 against each outcome is described (appendix 1). These activities are combined to give a success rating for the five years of the action plan (table 1).

Table 1: Summary of success against outcomes

Desired outcome	Success rating (scale 0 - 10)	Highlights
Viable businesses	7	Treatment of 4,350 ha of pasture, 165 ha saline land. Removal of significant areas of rabbit harbour, gorse and spiny rush, with control of emerging weeds (serrated tussock). Major erosion work completed and fencing and revegetation of more than 40 km of waterways. 20 pasture crop walks and 10 information sessions held.
A strong community capable of managing change	9	Held 19 neighbourhood group gatherings, 112 planning meetings and a 10 year anniversary celebration. Achieved deductible gift recipient status. Communications included five annual reports, 12 newsletters, hosted 48 tours, presented at 20

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		conferences. Website received 3,500 hits. Won National Landcare Catchment Award in 2004.
A natural environment that nurtures business viability whilst working within the capacity of the catchment	6	Attracted external funding of \$1.95 million. Improvements in information used for planning, especially salinity, erosion and waterway mapping.
Protection and enhancement of the flora and fauna	5	345 ha of new vegetation established, with no revegetation project unsupported. 6.5 km of fencing for remnant vegetation protection.

Activity in the previous five years was highly successful in encouraging community participation, social cohesion and working with neighbours. Landholders actively involved in the project managed approximately 70% of the land in the catchment and there was a threefold increase in the works undertaken compared to the previous five years (figure 1).

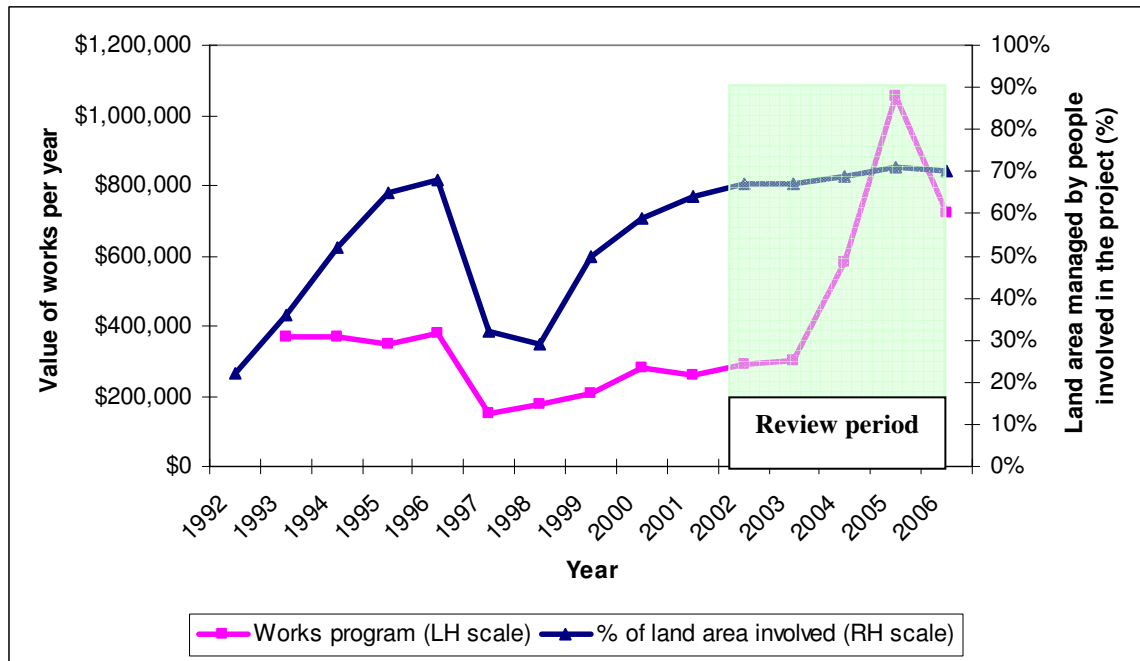


Figure 1: Value of works undertaken and participation rate (1993 to 2006)

Efforts towards the protection and enhancement of flora and fauna were less successful. Landholder interest primarily rested with the establishment of new vegetation rather than the protection of existing vegetation. This was partly because many landholders did not have significant remnant vegetation on their land and partly because the maps of which identified remnant vegetation were poor and often inaccurate, which decreased their use in planning exercises.

The sustained success of the Woody Yaloak Catchment Project was recognized with the Group winning the Sensis National Landcare Catchment award in 2004.

Landholders contributed the majority of the costs of projects, investing \$1.66 for every dollar of external funding. The ratio of landholder contribution to funding partner investment based on the previous five years is itemised (table 2).

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Table 2: Cost of major activities and landholder contribution for each funding dollar invested.

Activity	Cost per unit	Landholder contribution for every \$1 in funding
Erosion control – earthwork	\$81/hr	\$0.72
Weeds		
Earthworks	\$53/hr	\$2.32
Herbicides	\$81/l	\$2.92
Pastures		
Establishment	\$199/ha	\$2.14
Herbicide manipulation	\$33/ha	\$3.34
Fertiliser / lime / gypsum	\$102/ha	\$2.05
Revegetation		
Fencing	\$3570/km	\$1.50
Trees	\$1.98/tree	\$1.61
Waterway enhancement		
Fencing	\$3840/km	\$1.41
Trees	\$1.81/tree	\$1.57

Part 2: Issues landholders want addressed and how to address them

What landholders want addressed in the catchment

Four dinner meetings were conducted in December 2006, to identify what issues landholders wanted addressed and how they wanted them addressed. Jennifer Lilburn an independent consultant was engaged to facilitate each meeting. Participants were asked to rate their current perception about natural resources in the catchment and identify what actions taken over the next five years would improve this rating. These actions were collated and discussed by the Woody Yaloak Executive Committee and Jennifer Lilburn.

The meetings confirmed the Woody Yaloak Catchment Group should aim to address a combination of business, people and environmental issues.

For business, participants wanted emphasis on the productivity aspects of business viability.

There was very strong support for continued facilitation of community interaction, sharing and learning within the catchment, especially the engagement of landholders who have not been previously involved in landcare. The need to enrol public land managers so they undertake works in conjunction with neighbouring private landholders also rated highly.

Environmental issues such as protection of remnant vegetation and waterway enhancement was supported, but needed to be addressed within the context of landholder values and aspirations and not simply in isolation.

The actions from these meetings are presented in terms of physical activities (table 3) and activities aimed at engaging people (table 4). Some activities identified have already been supported by the Woody Yaloak Catchment Project in the past. However there are several new activities that have been identified. Within each activity, recognition of where emphasis should be directed is listed.

The activities presented (table 3) have been ranked based on a whole of catchment importance. This type of ranking is biased against issues that are only relevant in part of the catchment such as salinity or erosion control. Therefore the ranking is used as a guide only and all issues listed are considered necessary to address.

How landholders want the issues addressed

The meetings also examine how the issues identified should be approached. The responses from participants provided confirmation to continue some of the approaches used in the past, as well as include several new initiatives. The current approaches to continue with included:

- Access to high quality technical advice, on the farm and by phone
- Financial support to offset cost of trialing and implementation
- Maintaining a simple planning, approval and claims process
- Opportunities to learn and share information, from 'experts' and from each other.

Two new approaches were also identified

- Provide opportunities for 'rewards' from adopting sound environmental practices
- Become more proactive in targeting non participants (public and private) to encourage them to become involved.

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Table 3: Physical activities identified by participants

Existing activity	New activity	Emphasis for action
Weeds & vermin		Renew focus on common weeds, with priority on joint action at the public (crown land and roadsides) / private land boundary. Examine alternative weed control techniques and prevent spread of new weeds.
Pastures / Grazing		Pasture and grazing system persistence and adapting to climate change (drought proofing).
Trees		Continued on farm revegetation (plantations and waterways) but exploit other opportunities for trees such as greenhouse and timber.
	Water management	Optimising the limited water resource, including more efficient collection, retention and movement of water.
Waterway & remnant vegetation protection		Continued protection work, with follow up activities to control weeds and pests.
Soil management • Erosion • Salinity	<ul style="list-style-type: none"> • Biological and physical 'health' of the soil • Matching farm practices to land capability 	Continued erosion and salinity activities but increased investigation into improving soil 'health' (alternative fertilisers, ameliorants, manures, biological additives) and land capability planning.
	Product suitability	Information on value adding to existing products (eg new markets, new uses for products, greater production chain processing etc), reducing costs and alternative products.
	Cropping	Integrating cropping into the existing farm business.

Table 4: People related activities identified by participants

Existing activities	New activity	Emphasis
	Public land managers	Get public land managers to take equal responsibility and duty of care to private land managers.
	Involving neighbours	Being proactive in contacting neighbours and inviting them to become involved either with social events, information sessions or works. Greater use of 'experts'.
Engagement with groups		Continued with neighbourhood groups but increase opportunities for social interaction and exchange of ideas (farm walks, presentations).
Engagement with individuals		Continued one on one individual contact on farm but with people of high expertise. Increase use of 'rewards' to recognise good practice, especially in partnership with local government

Part 3: The five year Woody Yaloak direction plan

The Woody Yaloak Catchment covers 120,000 ha of which 97,000 ha is privately owned (81%). Grazing and cropping are the dominant land use on the private land, accounting for more than 89,000 ha. There are approximately 150 full time farmers, 70 part time farmers and more than 1000 small block owners. The public land is predominantly reserved for forestry, conservation and mining.

Extent of the natural resource management issues

Significant progress has been made in rectifying the natural resource management issues in the catchment, however there is still a long way to go. Recent regional plans and strategies have improved the estimate of the extent and severity of many natural resource management issues facing the Woody Yaloak community. While these documents confirm the issues the Woody Yaloak Catchment community identified in 1993, they also highlight the amount of work needed in the future. These issues are described below.

Waterways

There are 335 km of named waterways in the catchment with about 50 km running through public land. Some of this public land is lease to neighbouring landholders. It is estimated there is a further 1750 km of tributaries and drainage lines in the catchment. Approximately half the waterways are fenced on one or both sides to manage stock access but only 20% has extensive native vegetation along the banks. Only one third of the in-stream habitat is considered highly diverse along the waterways examined.

*Source: Corangamite River Health Strategy (2005-2008)
Woody Yaloak database (2007)*

Native vegetation

Vegetation mapping is incomplete for the catchment. The dominant vegetation types are Heathy dry forests and Grassy dry forests located in the top half of the catchment., both of which are depleted but not considered endangered. The endangered vegetation classes in the catchment are the Plains Grassy Woodlands (EVC 55) and the Floodplain Riparian Woodlands (EVC 56). The most significant areas of this type of vegetation are on public land, along waterways and on roadsides. Only a small proportion of this vegetation (estimated at less than 1%) still exists on private land.

*Source: Corangamite EVC mapping
Woody Yaloak GIS (2007)*

Salinity.

There is 946 ha of salinity in the Woody Yaloak Catchment, concentrated south of Pittong and in a strip from Cape Clear to Mt Mercer. Virtually all the salinity is on private land and affects agricultural production. Salinity also intersects with 83 ha of high conservation significant vegetation as well as several roads. More than 240 tonnes of salt flows from the catchment each day and is predicted to keep increasing if nothing is done.

Source: Corangamite Salinity Action Plan (2005-2008)

Soil erosion

The Woody Yaloak catchment has a very high proportion of gully, stream and sheet erosion. Close to 450 sites have been mapped, with more than half caused by gully erosion and a further third by sheet erosion. The Woody Yaloak catchment has the highest prevalence of erosion anywhere in the Corangamite CMA region and half these erosion sites are within 50 m of roads, waterways or wetlands.

Source: Corangamite Soil Health Strategy (2006-2009)

Weeds and Vermin

Gorse and spiny rush are the most common weeds in the catchment. Serrated tussock, Spanish Heath and Bridal Creeper are found in small isolated pockets and vigilance in tackling these weeds in the past 5 years has greatly restricted their spread. The extent of these weed infestations is unknown, however the considerable investment by landholders in the past five years (320 ha treated) would suggest the problem is widespread.

Rabbits and foxes remain the two biggest pest problems in the catchment. Although rabbit numbers have decline in the past 15 years, due to a combination of harbour and warren destruction, baiting and the release of the Callici virus, ongoing work is required to maintain populations to a manageable level.

What does the Woody Yaloak Catchment Group want to achieve?

To Woody Yaloak Catchment Group exists to:

motivate and enable landholders and the wider community to improve the productive, environmental and social well being of the Woody Yaloak catchment and its people.

The outcomes we wish to achieve are:

- Viable businesses
- A community capable of engaging and managing change
- Businesses and lifestyles that operate within the capacity of the catchment
- Protection and enhancement of the natural resources in the catchment

The operation of the Woody Yaloak Catchment Group is based on the following beliefs:

- Landscape change will only be achieved if the majority of landholders choose to participate and to contribute their own resources, skills and time
- Voluntary participation needs to be sustained over many decades
- The cost of landscape change should be shared by those who gain benefit from the improvement, both landholders and the public
- Investment in activities that enables an individuals to continue to meet that cost is legitimate
- Production and conservation activities are linked and are not mutually exclusive
- 'Having a go' and sharing the results of these actions with others is the best way to gain skills, confidence and drive innovation
- Respecting the interests of an individual is as equally important to address as the priorities of a third party as this sustains a relationship
- The easier it is to participate, the more likely an individual will commit.

The Woody Yaloak Catchment Project is designed around these beliefs.

Deciding which issues to address

In recent years, Regional, State and Federal Governments have adopted a prioritization process to guide investment. This is referred to as an asset based approach, where a value is placed of various parcels of land, water, flora, fauna, infrastructure and cultural heritage. Priority is given to removing the threat posed to the most highly valued assets. Lower priority activities tend not to receive resourcing through this process.

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The Woody Yaloak Catchment Group adopts a different approach to investment. With the mission of improving, business, the environment and the people into the future, investment is based on ***maximizing participation in activities*** and helping to ***develop an individual's capacity and desire to maintain ongoing investment***. There are several reasons for this approach.

Firstly the task to improve the condition of natural resources in the Woody Yaloak catchment is huge. After 15 years of activity and investment of \$7.7 million mainly from landholders, as well as governments and private sponsors, there is still an enormous amount to do. Several more decades of sustained investment will be required to achieve a landscape change.

The vast majority of these landholders in the Woody Yaloak catchment are farmers, who derive part or all of their living from agriculture or associated activities. Their ability to invest in rehabilitation of the natural resources on their land and in the catchment is strongly linked to the profitability of their business. Viable businesses are a cornerstone of sustained participation and investment. Failure to improve the productivity and profitability of farms in the catchment will reduce a landholders ability to invest in rehabilitation and enhancement work. This is less of an issue for landholders who derive significant income from elsewhere.

Secondly the majority of the work needs to occur on private land and with the permission and support of the landholders. These landholders not only have to provide the majority of the resources to do the task, whether it is money, use of equipment or labour, but they also have to choose to be involved. Unless an inclusive, rewarding and positive atmosphere is created, many individuals will decide not to participate.

Participation is not only essential to get rehabilitation work completed, but it also increases the number of people sharing ideas and providing peer support, encouragement and motivation. This increases the skills and confidence to maintain activity and try new approaches.

Thirdly the natural resource management issues are not distributed evenly across the landscape. Not every landholder has a major waterway running through their property, few have endangered native vegetation and only some have weed, erosion or salinity problems. Just because they don't have one or more of these issues, we do not believe they should be excluded for participating if they wish to undertake revegetation or landscape enhancement activities. Any individual who wishes to take action that will improve the land, vegetation and water, by whatever amount, should be supported.

Therefore all actions identified by participants in the Woody Yaloak Catchment Project that fit our charter are considered important and all efforts will be made to support their successful implementation.

Actions and targets over the next five years

The actions to be undertaken in the next five years are presented. They are described in terms of activities that achieve physical change to the landscape (table 5) and those that foster community participation and development (table 6). Within each table, five year targets are presented.

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Table 5: Actions and targets for on ground activities

Activity	Actions	5 year target
Weeds & vermin	Continue with whole catchment weed control activities for gorse, spiny rush and serrated tussock, including revisiting recently protected waterways.	1500 hrs of mechanical weed control and 2500 l of chemical
	Ensure public land managers (State and local Government) conduct actions equivalent to those undertaken by private land managers	10 large scale public land sites are treated
	Continue satellite weed control programs for new and emerging weeds (bridal creeper, cape broom	No net increase in satellite weed outbreaks
	Conduct regular rabbit and fox baiting programs, including recently protected waterways	At least one fox and one rabbit baiting program per year
	Continue with whole catchment rabbit harbour removal and warren destruction program	120 hrs of warren destruction
Pastures & grazing	Conduct a program that improves the persistence of perennial pastures on farms	One major program involving at least 30 farmers, with information sessions and associated farm walks
Trees	Continue with whole catchment revegetation activities	Establish 350,000 trees
	Trial alternative timber species	5 trial sites
	Examine the opportunities for capitalizing on carbon storage and trading	1 study completed
Water management	Conduct a series of workshops showcasing the latest in water storage and management	4 workshops
	Improve contour maps of the catchment to assist with planning for water movement	50 cm contour maps on GIS and available for farm planning
Waterway and remnant vegetation protection	Continue with fencing and revegetation activities on all waterways and larger tributaries	45 km of waterway protection, establish 50,000 trees
	Improve vegetation mapping to better identify remnants on high conservation value	Whole of catchment vegetation maps on GIS suitable for farm planning
	Continue with fencing areas of remnant vegetation	10 km of fencing for remnant vegetation protection
Soil management	Continue salinity control activities in Pittong and Illabarook areas	165 ha of saline discharge management
	Continue with whole catchment erosion control activities	800 hrs of mechanical treatment of erosion sites
	Trial a range of alternatives to improve soil health	10 trials & associated farm walks

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	Improve land capability mapping for use at group and individual planning level	Whole of catchment land capability maps on GIS suitable for group and farm planning
Product suitability	Conduct a series of workshops examining the long term trends and suitability of the current of farm products, given climate change and land capability	3 workshops
Cropping	Trial no till cropping system	5 trials & associated farm walks
	Trial grazing of crops and crop / pasture rotations	5 trials & associated farm walks

Table 6: Actions and targets for community capacity building

Activity	Actions	5 year target
Public land managers	Direct engagement with senior management of DSE, Parks Victoria and Golden Plains Shire to ensure weed, vermin and erosion control works are conducted in combination with equivalent actions undertaken by private land managers.	10 large scale public land sites are treated
	Invite representatives of relevant public lands to participate in relevant neighbourhood group planning activities.	Representatives participate in all relevant planning activities
Involving neighbours	Develop Woody Yaloak information kit to distribute to new landowners	Information kit developed and distributed to 100 new people
	Door knock current non participants inviting them to join existing neighbourhood groups	Total of 50 new members
	Conduct information sessions to associated groups eg Pony club, Lions club on topics of interest	2 events per year
Engagement with groups	Continue neighbourhood group planning and review process	25 groups supported on an annual basis
	Continue neighbourhood group gatherings, but with emphasis on presentation of on ground achievements	4 gatherings per year
Engagement with individuals	Continue contact with individuals on farm and by phone for technical advice, project planning and site inspections.	150 visits per year
	Develop a recognition / reward systems for achieving outstanding landscape change.	Recognition / reward system operating within 5 years.
	Provide opportunities for individuals to participate in personal development projects	1 personal development program per year
	Provide opportunities for individuals to participate in study tours related to productive catchment management	1 study tour per year

Communication

The Woody Yaloak Catchment Group will maintain a strong communication focus aimed both internally and to a wider audience.

Communication activities will see the continuation of:

- Quarterly newsletters
- Annual reports
- Fact sheets
- Participation at workshops and seminars
- Presenting papers and posters at conferences
- Hosting tours
- Media engagement
- Neighbourhood gatherings and planning events
- Maintaining an independent website

Increased emphasis will be placed on:

- Enhancing local landholders understanding of the catchment, through additional signage and information activities
- Development of a landcare introduction kit
- Applying for appropriate awards
- Exploring tourism opportunities.

Monitoring and evaluation

The Woody Yaloak Catchment Group will continue to develop innovative and practical ways of measuring activity performance and the change in natural resources across the landscape.

Monitoring activities will include:

- Maintaining a database and GIS system that tracks project applications and records details of projects after completion.
- Publishing an annual report each year
- Independent audit of the financial status of the group
- Meeting the reporting obligations to various investors.

Greater emphasis will be placed on developing and monitoring indicators that demonstrate changes in catchment health. These include:

- Changes in vegetation cover and type
- Changes in key aspects of the index of stream condition monitoring
- Trends in water quality
- Repeating the 10 year audit in 2011, to measure business viability and attitudes around investment in natural resource management.

Committee development and function

The effective functioning of the Woody Yaloak Executive Committee underpins the catchment project. Given the majority of committee members are volunteers elected from their individual landcare groups, attention needs to be given to ensuring the volunteers remain enthusiastic about the task, are not overburdened with tasks and that sound governance procedures are followed.

To achieve these outcomes, the following will be instigated:

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- Maintain the five portfolio groups (strategic partnerships, finance, on ground works, communications, productivity)
- Ensure regular turn over of committee members to allow for renewal and new ideas
- Provide opportunities for committee members to attend events, study tours and training opportunities.

New initiatives include:

- Development of an executive committee induction kit, which outlines the roles, responsibilities, procedures, contacts and contains key documents.

Paid employees will provide executive support to the committee (and sub committee) to minimise the workload on volunteers. With the new tasks identified, there is a requirement to increase staffing by about 1 full time employee.

Funding the five year action plan

Raising funds to support planning, on-ground works and community capacity building is essential to enable the action plan to be implemented. The Woody Yaloak Catchment Group believes anyone undertaking projects should make a financial commitment to those works. This helps creating ownership and shares the cost of the works undertaken. Financial support is aimed at either:

- Reducing the cost of materials to undertake a task, especially where the benefit to the individual is small compared to the costs or take many years to be realised. Erosion control, vegetation protection and weed management fit this category
- Reducing the cost associated with trying something new. The financial support helps overcome the financial risk and is designed to encourage trialing of improved practices that will be adopted without support in the future. Technical support is necessary with this use and financial support is usually capped at a limited number of attempts.

As a general rule the level of re-imburement is higher for projects that have a smaller private benefit and a greater public benefit. Financial support for trying a new technique or approach, such as pasture or cropping techniques are funded at a lower rate.

The most equitable means to share the cost is based on receiving re-imburement for a percentage of the costs incurred on certain purchased items. Reimbursement rates are set at 50% of the cost for trying new techniques and 75% for items where there is an identified public good.

Investment partners

The diversity of activities identified in the action plan will require support from a range of partners. The investment philosophy of the Woody Yaloak Catchment Group is different to the assets based approach and targeted investment adopted by Government. The Woody Yaloak Catchment Group will invest in any project that is likely to contribute to the outcomes we wish to achieve, irrespective of the priority given to the activity by Government. This divergence in approach necessitates the Woody Yaloak Catchment Group to seek additional support from organizations other than the traditional Government funded programs. Where Government, Catchment Authority and Woody Yaloak outcomes and approaches converge, application will be made to source activities through these means.

Considerable effort will be directed towards attracting funds from non traditional sources such as philanthropic trusts, private sponsors and agricultural industry groups.

Implementation costs

The estimated cost of achieving the 5 year targets is presented (table 7). It is anticipated a similar cost sharing arrangement will apply for on ground works.

Table 7: Estimated cost of on ground works program

Activity	5 year target	Cost
Weeds and vermin	1500 hrs of mechanical weed control and 2500 l of chemical	\$ 302,500
	10 large scale public land sites are treated	\$ 100,000
	No net increase in satellite weed outbreaks	\$ 10,000
	At least one fox and one rabbit baiting program per year	\$ 10,000
	120 hrs of warren destruction	\$ 13,200
Pastures & grazing	One major program involving at least 30 farmers, with information sessions and associated farm walks	\$ 120,000
Trees	Establish 350,000 trees	\$ 1,262,500
	5 trial sites	\$ 37,500
	1 study completed	\$ 5,000
Water management	4 workshops	\$ 10,000
	50 cm contour maps on GIS and available for farm planning	\$ 15,000
Waterway & remnant vegetation protection	45 km of waterway protection, establish 50,000 trees	\$ 280,000
	Whole of catchment vegetation maps on GIS suitable for farm planning	\$ 25,000
	10 km of fencing for remnant vegetation protection	\$ 32,500
Soil management	165 ha of saline discharge management	\$ 165,000
	800 hrs of mechanical treatment of erosion sites	\$ 68,000
	10 trials & associated farm walks	\$ 60,000
	Whole of catchment land capability maps on GIS suitable for group and farm planning	\$ 30,000
Product suitability	3 workshops	\$ 7,500
Cropping	5 trials & associated farm walks	\$ 22,500
	5 trials & associated farm walks	\$ 22,500
Technical, facilitation and co-ordination support		\$ 550,000
TOTAL		\$ 3,148,700

Table 8: Estimated cost of community capacity building initiatives

Activity	5 year target	Cost
Public land managers	10 large scale public land sites are treated (activity funded in on ground works)	\$ 25,000
	Representatives participate in all relevant planning activities (activity funded in on ground works)	\$ -
Involving neighbours	Information kit developed and distributed to 100 new people	\$ 5,500
	Cold calling to achieve 50 new members	\$ 37,500
	2 events with associated groups per year	\$ 15,000
Engagement with groups	25 neighbourhood groups supported on an annual basis	\$ 93,750
	4 neighbourhood group gatherings per year	\$ 40,000
Engagement with individuals	150 farm visits per year	\$ 168,750
	Recognition / reward system operating within 5 years.	\$ 5,000
	1 personal development program per year	\$ 5,000
	1 study tour per year	\$ 17,500
Monitoring and auditing		\$ 37,500
Executive support and co-ordination		\$ 100,000
TOTAL		\$ 550,500

Appendix 1: Achievements against four desired outcomes of the Woody Yaloak Catchment Project

Table A1: Achievements against identified actions to achieve the desired outcome of viable businesses

Outcome	Threats	Achievements & comments
Viable businesses	Degradation of the resource base through rabbits and foxes.	Rabbit and fox baiting programs were conducted over four of the past five years. Changes to ability to source and distribute rabbit and fox baits hampered a co-ordinated baiting program.. Efforts were redirected into removal of rabbit harbour and warren destruction. 150 hrs of warren destruction was undertaken with significant harbour removal (900 hrs)
	Degradation of the resource base through serrated tussock, gorse and spiny rush invasion (salinity).	The outbreak of serrated tussock in the catchment was brought under control, and other emerging weeds managed as part of a satellite weed outbreak program. More than 3200 litres of chemical was used on gorse and spiny rush. A further 900 hrs of mechanical weed removal was undertaken on gorse and 73 ha of spiny rush eradicated. 165 ha of saline discharge was fenced (23 km), waterlogging addressed (5.2 km of shallow surface drains) and sown to salt tolerant pasture. 27,600 trees were planted adjacent to the discharge areas and 16,700 trees planted for recharge control.
	Degradation of the resource base through inappropriate grazing and cropping practices.	The establishment and enhancement of perennial pastures was the main activity. 1390 ha of new perennial pasture was established, 1075 ha were treated to rectify soil fertility, acidity or soil structure problems and a further 1900 ha was manipulated with herbicides to remove weeds. Grazing systems were also improved with the construction of 34 km of fencing to better manage grazing (land class fencing). 46 new watering points were installed. All erosion areas in the catchment were mapped and 770 hours of erosion control was completed.
	Access to high quality water through restrictions on waterway access and catchment water harvesting (dams).	42.3 km of waterways was fenced to prevent stock access and allow for regeneration. An additional 46,500 trees were established along waterways and seven crossings installed to reduce degradation from stock and machinery. 21 off-stream watering points were constructed. No action was taken to map the sub-catchments and water harvesting areas to provide information to discuss future water allocation issues.
	Failure to adopt best practice because of lack of participation in skills programs.	20 crop and pasture walks were undertaken, through Bestwool 2010, Sustainable Grazing Systems, National Landcare Program and Grain and Graze, plus 10 information sessions at neighbourhood group gatherings. Local farmer training in the use of the Geographic Information System.
	Failure to capitalise on positive opportunities to create new businesses.	There was no large-scale private timber planting agreements or greenhouse / carbon credit arrangements for groups of landholders in the catchment facilitated by the catchment project. (although some individual forestry arrangements were struck). Landholders lacked confidence in the being able to grow trees successfully and obtaining financial returns in a reasonable amount of time.

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Table A2: Achievements against identified actions to achieve the desired outcome of a strong community capable of managing change

Outcome	Threats	Achievements
Strong community capable of managing change	Inability to conduct inclusive processes.	14 neighbourhood group gatherings and 5 annual general meetings were conducted along with a major 10 year anniversary celebration.. 112 neighbourhood group planning activities were undertaken.
	Nobody being groomed to take on leadership roles.	16 people have served on the executive committee in the past 5 years, a turnover of nearly half.
	External partners who are only interested in achieving highly focussed outcomes related to their own program.	Establishment of a deductible gift recipient fund for philanthropic trusts and donations. Non grants linked revenue of \$15,600 per year (target \$20,000/yr). Partnership agreement signed with the Corangamite CMA.
	Not being recognised for what is being achieved.	Annual report produced each year and 12 catchment newsletters. Woody Yaloak website created, receiving more than 3,500 hits. Won the State and National landcare catchment awards in 2004. Hosted more than 48 tours and presented at 20 conferences and workshops.

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Table A3: Achievements against identified actions to achieve the desired outcome of a natural environment that nurtures business viability whilst working in the capacity of the catchment

Outcome	Threats	Achievements
A natural environment that nurtures business viability whilst working in the capacity of the catchment	Not knowing the sustainable limits of the resources in the catchment	Some GIS maps created (erosion, vegetation, salinity recharge zones, saline areas, condition of stream index) but not yet constructed into a comprehensive land and water capability maps.
	Not matching enterprise practice with land & water capability.	Current layers regularly used in neighbourhood group planning process but limited by an incomplete dataset.
	Inability to establish a cause and effect relationship at the local level so meaningful action can be taken.	Recharge mapping completed and used in NHG planning. Nutrient snapshot survey underway in partnership with the CCMA to ascertain where losses of nutrients to waterways are occurring. Limited progress in demonstrating positive causal links between eco-system development and agricultural systems.
	Cost of implementing changed management practices.	Successful in attracting external funding for on ground activities of \$1.85 million. This was matched by landholders that contributed \$1.95 million (51.3%) to works. No progress with Golden Plains Shire on opportunities for small landholders to receive an incentive to undertake works (eg rate rebate). Limited use of labour assistance scheme to assist with large scale re-vegetation planting, mainly due to organisational constraints. Most success was achieved with the Landmate program.

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Table A4: Actions to overcome the identified threats and achieve the desired retention and enhancement of flora and fauna.

Outcome	Threats	Actions
Retention and enhancement of flora and fauna	Incomplete data set that allows for relevance and recognition at the local level.	Some progress has been made on verifying the accuracy of GIS vegetation layers, especially on roadsides and large areas of vegetation. A huge number of very small patches of remnants are yet to be checked due to the size of the task.
	Limited consideration of the importance of the flora and fauna when planning future land use.	Existing vegetation layers are used in the NHG planning process, but is limited by an incomplete dataset.. Clear arrangement with Golden Plains Shire on procedures for vegetation disturbance.
	Protection of flora and fauna will interfere with the operation of the farm business.	Limited progress with maintenance and improvement strategies for endangered and vulnerable EVC's within the catchment (6.5 km of fencing). This result was due to inaccuracies with the vegetation maps but also limited interest/awareness by landholders. 345 ha of new vegetation was established (325,000 trees), increasing the tree cover in the catchment by 0.4%. The area revegetated was less than expected because of the inability to establish significant additional commercial forestry projects.
	Limited practical examples of the benefits from biodiversity enhancement activities.	As mentioned previously there has been limited progress in demonstrating positive causal links between eco-system development and agricultural systems.
	Cost of implementing on ground actions.	Success in attracting external funding for on ground activities of \$535,000 (excluding weed control). This was matched by landholders that contributed \$800,000 (60 %). No request for revegetation activities were unsupported.