



# EAST GIPPSLAND RAINFOREST CONSERVATION MANAGEMENT NETWORK



# STRATEGIC PLAN 2009



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## **Acknowledgements**

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This Strategic Plan has been prepared by Peter Murrell, Facilitator for the East Gippsland Rainforest Conservation Management Network.

Cover Design: Peter Murrell and Judy Davies; photos by Les Goldsmith and Peter Murrell

# STRATEGIC PLAN

East Gippsland Rainforest  
Conservation Management Network

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## CONTENTS

<b>1</b>	<b>Introduction.....</b>	<b>2</b>
1.1	Background.....	2
1.2	Conservation Management Network – a definition.....	2
1.3	EGRCMN – About the Rainforest Network.....	2
1.4	Key Stakeholders.....	3
1.5	Why do we need a CMN.....	3
1.6	Purpose of the Strategic Plan.....	3
<b>2</b>	<b>East Gippsland Rainforests.....</b>	<b>3</b>
2.1	East Gippsland Rainforests.....	3
2.3	Conservation Status.....	5
2.4	Values and Benefits of Rainforests.....	5
<b>3</b>	<b>Operation of the EGRCMN.....</b>	<b>5</b>
3.1	Form and Structure.....	5
3.2	Facilitator.....	6
3.2	CMN State-wide Advisory Group (SWAG).....	6
<b>4</b>	<b>Aims &amp; Objectives.....</b>	<b>6</b>
4.1	Aims & Objectives.....	6
4.2	Action Plans to Support Objectives.....	7
4.2.1	Network Establishment, Management & Governance.....	8
4.2.2	Promotion, information sharing, awareness and education.....	8
4.2.3	Increased number and area of protected rainforest sites.....	9
4.2.4	Restoration, maintenance and management of rainforest sites.....	9
<b>5</b>	<b>PLANS – Annual and Five Year.....</b>	<b>9</b>
<b>6</b>	<b>Performance Monitoring and Reporting.....</b>	<b>9</b>
<b>7</b>	<b>Meeting Community Expectations &amp; Government Policy.....</b>	<b>10</b>
7.1	Community Expectations.....	10
7.2	State CMN Strategic Plan.....	10
7.2	Government Policy.....	10
<b>8</b>	<b>Document Review Requirements.....</b>	<b>10</b>
<b>9</b>	<b>References.....</b>	<b>10</b>
<b>10</b>	<b>Attachments.....</b>	<b>11</b>
10.1	Action Plans.....	11
	ACTION PLAN No. 1 – NETWORK MAINTENANCE.....	11
	ACTION PLAN No. 2 – MEMBERSHIP.....	12
	ACTION PLAN No. 3 – FUNDING RESOURCING.....	13
	ACTION PLAN No. 4 – PARTNERSHIP MAP.....	14
	ACTION PLAN No. 5 – COMMUNICATIONS PLAN.....	15
	ACTION PLAN No. 6 – INFORMING & EDUCATING EGRCMN MEMBERS.....	16
	ACTION PLAN No. 7 – LOCAL AREA PLAN.....	17
	ACTION PLAN No. 8 – SITE REGISTER DATABASE.....	18
	ACTION PLAN No. 9 – PERMANENT PROTECTION.....	19
	ACTION PLAN No. 10 – DEER MANAGEMENT PROGRAM.....	20
	ACTION PLAN No. 11 – 2009 RESTORATION PROGRAM.....	21
10.2	Annual Plan.....	22
10.3	5 Year Plan.....	24
10.4	Monitoring Program.....	26

# STRATEGIC PLAN

## 1 Introduction

### 1.1 *Background*

The East Gippsland Rainforest Conservation Management Network, (EGRCMN), was created in 2006 by a group of people with a wide range of interests in the ongoing conservation of rainforests and associated vegetation types. A Field Day, hosted by the East Gippsland Catchment Management Authority, (EGCMA), and Trust for Nature, (TfN), provided a catalyst for the creation of the Network. This was followed by a public meeting and the formation of a Working Party to progress the establishment of the EGRCMN. Incorporation of the EGRCMN followed early in 2007.

Underlying the common interests of the members are the basic principles of restoration, conservation and long term protection of rainforests and associated vegetation.

Significant successful rainforest restoration projects have been undertaken in recent times by both private and public land managers in East Gippsland. These include works at Nyerimilang, Snowy River, and Frenchmans Gully and Goldsmiths Gully near Lakes Entrance. These works have provided inspiration for the EGRCMN.

This document has been developed to guide the progress of the EGRCMN in achieving its aims and objectives. It is intended that this document be reviewed on an annual basis.

### 1.2 *Conservation Management Network – a definition*

A Conservation Management Network establishes a relationship between remnants of native vegetation, (usually a localised ecological community), public and private landowners and supportive individuals and organisations. The network provides opportunities for members to support each other's work and draw on local experience as well gaining access to expert knowledge, resources, and funding assistance. Active management plans and permanent protection mechanisms can be used to secure the ongoing maintenance of ecological communities in perpetuity. By securing the health of remnant vegetation and building relationships across separate properties the network ensures consistency of management regardless of ownership. As a result the biodiversity and conservation value of the whole community is strengthened.

### 1.3 *EGRCMN – About the Rainforest Network*

The EGRCMN is comprised of both private and public land managers who have an interest in rainforests, as well as other interested parties. Several Government agencies and non-government provide key support for the Network. A significant function of the Rainforest Network is to represent the interests of private land owners who are responsible for the management of a number of the most threatened rainforest vegetation types, which predominantly occur only on private land. Many of these private landowners have, or are in the process of obtaining conservation covenants which provide permanent protection to native vegetation.

# STRATEGIC PLAN

## East Gippsland Rainforest Conservation Management Network

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The geographic range covered by the EGRCMN extend from, (and include), the Mitchell River catchment, east to the Victoria / New South Wales border.

The primary aim of the Rainforest Network is to better manage and conserve rainforest. This is done through promotion of the benefits of rainforest, the exchange of information and improving the management skills of rainforest land managers so as to improve the protection and conservation outcomes for the rainforests of East Gippsland.

### **1.4 Key Stakeholders**

The whole community is intended to benefit from the activities of the EGRCMN, through improved regional biodiversity. Participation of a number of key stakeholders is necessary to deliver the aims and objectives of the EGRCMN. This participation shall be delivered via a range of relationships, including partnerships, memberships, and other mechanisms as appropriate to the outcomes sought.

In broad terms, key stakeholders may include Government agencies with public land management responsibilities, (such as ParksVic, Department of Sustainability and Environment, East Gippsland Catchment Management Authority and East Gippsland Shire Council), non government environmental groups, (such as Trust for Nature, Landcare, Australian Rainforest Foundation), committees of management, private land managers, EGRCMN members, and the community.

### **1.5 Why do we need a CMN**

The EGRCMN is different to other government and non government organisations in that it provides a focus on a specific ecological vegetation community, (EVC). This holistic approach provides a basis for the conservation, restoration and protection of the EVC with an expectation of improvements in biodiversity. The definitive geographic boundaries between public and private land ownership are not considered to be a limiting factor to the CMN's, the interests of the EVC are considered the priority.

### **1.6 Purpose of the Strategic Plan**

The purpose of this Strategic Plan is to fulfil the following requirements:

- To provide an overarching framework for the ongoing operation of the EGRCMN in pursuit of its aims and objectives;
- To assist with applications for funding and other resources and Network assistance / support; and,
- To ensure that the EGRCMN continues to meet the needs of its members and other key stakeholders.

## **2 East Gippsland Rainforests**

### **2.1 East Gippsland Rainforests**

East Gippsland retains some of the most significant stands of rainforest left in Victoria that have both state and national significance.

All of the rainforests of East Gippsland are threatened, and many provide habitat for both *Environmental Protection and Biodiversity Conservation Act (1999)*-listed plants and *Flora and Fauna Guarantee Act (1988)*-listed plants and animals.

# STRATEGIC PLAN

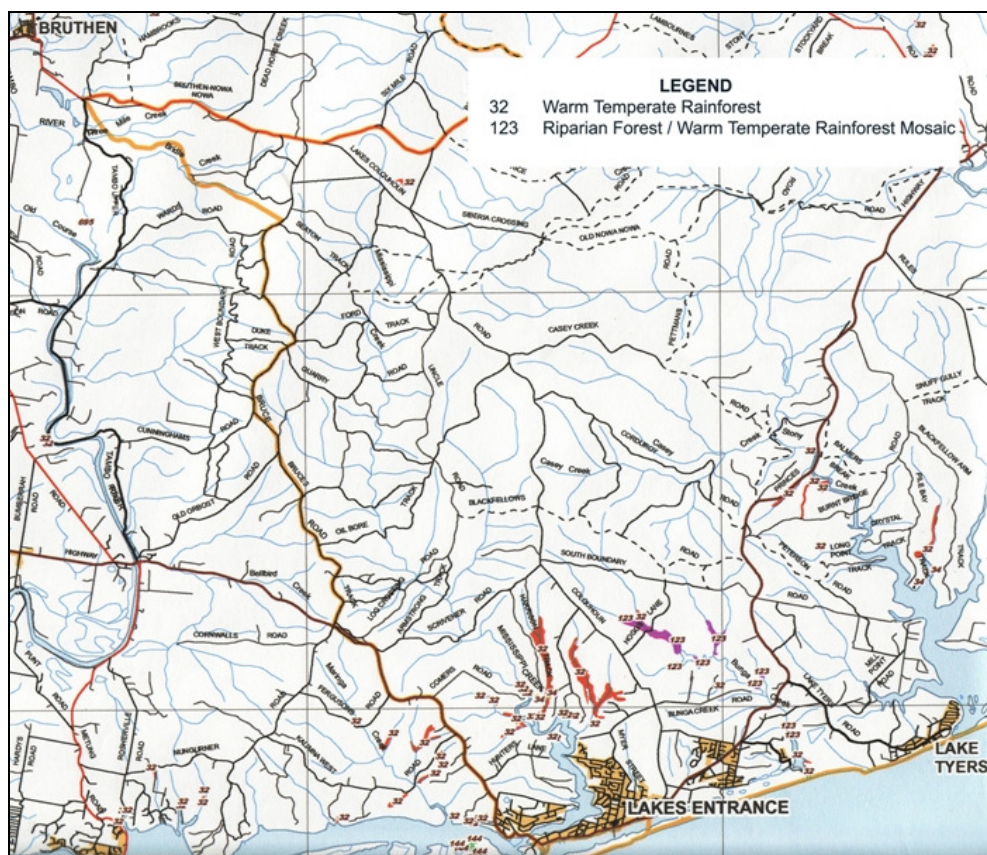
## East Gippsland Rainforest Conservation Management Network

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In Victoria, rainforests conserve 4% of the states plant diversity (30% of which are rare and threatened species), despite occupying less than 0.14% of the State's land area. It is estimated that less than 0.25% of rainforest present at time of European occupation in Australia has survived.

Of the remaining native vegetation area within East Gippsland, Rainforests locations comprise less than 5%.

East Gippsland rainforests have been surveyed by predecessors of the current Department of Sustainability and Environment, (DSE), and incorporated in a Geographic Information System, (GIS). Information about East Gippsland rainforests, including rainforest overlay maps such as the example following, can be obtained from the DSE.



Information including land use zones and overlays protecting native vegetation can also be accessed from the East Gippsland Shire Planning Scheme ordinance and maps.

A useful detailed reference regarding East Gippsland's rainforest is, "Rainforests and Cool Temperate Mixed Forests of Victoria" written by Bill Peel and published by the Department of Natural Resources. Further definitive information will soon be available with the publication of "The Rainforest Restoration Manual", also written by Bill Peel.

# STRATEGIC PLAN

## **2.3 Conservation Status**

Regardless of the various statutory and scientific criteria adopted for determining the conservation status of rainforests in East Gippsland, all are depleted and considered threatened. Some are rare nationally, whilst others are noted as being at the edges of their national range.

A high proportion of rainforest species have taxonomic links to the past, (flora of Gondwana, geological history and climatic changes), which are not matched by any other vegetation type in Victoria. On this basis, and along with maintaining biodiversity values, continued survival is important as they represent refuges where the evolution of the species continues in an otherwise unfavourable environment.

The diversity of rainforest species, and their contribution to regional biodiversity is unique because of species compliment and habitat values. Nationally, some 40% of fauna dependant on rainforest are in decline or on the verge of extinction, with some 90% threatened – eg frogs and arboreal mammals.

Threats to rainforests include pest plants and animals, land clearing, urban development and fire.

## **2.4 Values and Benefits of Rainforests**

Rainforests provide a wide range of environmental and social values and benefits to the community. Some of these are as follows;

- Rainforests contain a very high species diversity of both plants and animals;
- Rainforests are excellent water processors and have been proven locally to strip up to 70% of the phosphorous from surface storm water and 88% from ground water. This works best in streams of up to third order;
- Rainforests are fire retardant and so their presence in the urban environment is a benefit in this regard;
- Rainforests consist of species that are restricted in the landscape that can only be conserved by protecting rainforests and their fringing ecotones;
- Rainforest on or adjacent to properties is a major selling point for real estate;
- Rainforests enable urban kids to experience the bush with relative safety near to home;
- Rainforests enhance recreational opportunities (picnicking, nature study, bird-watching, bush walking etc.);
- Rainforests contribute to improved landscape amenity: and,
- Rainforests provide potential for expanded refuges for species as climate change occurs.

## **3 Operation of the EGRCMN**

### **3.1 Form and Structure**

The EGRCMN operates as an incorporated body in accordance with the *Associations Incorporation Act (1981)*, 'Model Rules'. The EGRCMN has structured regular meetings and maintains a web site, [www.egrainforest.org.au](http://www.egrainforest.org.au) The Annual General Meeting is scheduled to occur in November each year when all Office Bearers and Committee are elected.

# STRATEGIC PLAN

## **3.2 Facilitator**

The existence of a facilitator in a CMN has been demonstrated as an important component in the CMN achieving its goals and objectives. Key activities typically undertaken by the facilitator include;

- Project Management
- Promoting the CMN, and raising its profile in the community
- Recruiting members to the CMN, using a range of techniques including direct approaches to potential new members
- Convening CMN committee and other meetings
- Representing the CMN to government agencies
- Planning and coordinating CMN activities
- Securing funding for CMN activities
- Reporting on CMN activities to funding agencies
- Preparing and distributing information
- Creating links between the CMN and essential sources of information
- Participating in CMN activities on the ground
- Servicing and maintaining the relationships that are essential to the network
- Learning from the experience of other CMNs in Australia

In late 2008, the EGRCMN, in partnership with the Gippsland Plains CMN and Trust for Nature, were successful in being granted a Federal Government 'Caring for our Country' open grant, which in part provided funding for a part time Facilitator for the EGRCMN for a period of 12 months. Continuity with this position is subject to the availability of ongoing funding. The employment of a Facilitator is considered essential to the ongoing operation and successes of the EGRCMN.

## **3.2 CMN State-wide Advisory Group (SWAG)**

During 2008, a 'Conservation Management Networks Victoria, Strategic Plan' was developed and launched. Initiated by DSE, the development of the plan involved consultation with all CMN's across Victoria including the EGRCMN. In particular, the plan called for the establishment of a state-wide advisory group to lead thinking on issues that would benefit from a state-wide, strategic perspective. The EGRCMN is represented on the SWAG. The EGRCMN also has strong links and works closely with the neighbouring Gippsland Plains Conservation Management Network, (GPCMN).

## **4 Aims & Objectives**

### **4.1 Aims & Objectives**

The aims and objectives of the EGRCMN were developed and endorsed shortly following the establishment of the Group. They are as follows:



# STRATEGIC PLAN

East Gippsland Rainforest  
Conservation Management Network

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## Network Aims

- To increase the amount of rainforest and associated vegetation types subject to restoration, conservation and permanent protection in East Gippsland.

## Network Objectives

- The establishment and maintenance of an active network of people who share a common interest in rainforest and associated vegetation types in East Gippsland.
- Promotion of community and government awareness to the unique and important contribution that rainforests and associated vegetation types make to the regions biodiversity;
  - flora and fauna,
  - provision of habitat, especially to threatened and migratory species,
  - cultural values,
  - water quality,
  - stream health,
  - intercepting nutrient pollution,
  - landscape amenity, and,
  - tourism.
- To increase the number and area of rainforest sites that are permanently protected and actively managed through a range of mechanisms including;
  - Covenanted,
  - property acquisition,
  - revolving funds,
  - section 173 agreements,
  - land management agreements, and
  - site management plans
- Facilitation of information sharing and educational opportunities to enhance network participants and community understanding of rainforests ecosystems and their management.
- Development of projects to restore, maintain and manage rainforests ecosystems. (This includes all aspects of project management including funding acquisition, project identification, planning, implementation and monitoring.)
- To broaden membership of the Network to include all private and public land managers.

## 4.2 Action Plans to Support Objectives

The objectives of the EGRCMN provide a means for making progress with achieving its aims. The following sections summarise the objectives and identify a number of actions required to work towards their achievement. The actions are tabulated as Action Plans in Section 10 (Attachments), and are scheduled in an Annual and 5 Year Program, (see Section 5). Progress with

# STRATEGIC PLAN

## East Gippsland Rainforest Conservation Management Network

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completion of the Action Plans is recorded in accordance with Section 6 – Performance Monitoring.

### 4.2.1 Network Establishment, Management & Governance

- Incorporation – including requirements regarding governance and employee and volunteer management *(Action Plan 1 & 2)*
- Employment of Facilitator *(Action Plan 1 & 2)*
- Logo *(Action Plan 1 & 2)*
- Annual Reporting *(Action Plan 1)*
- Participation in SWAG and National CMN Conferences *(Action Plan 4)*
- Membership support and recruitment *(Action Plan 2)*
- Establish Membership Skills Register *(Action Plan 2)*
- Establish Funding & Resource Database *(Action Plan 3)*
- Brochures and website maintenance *(Action Plan 5)*

### 4.2.2 Promotion, information sharing, awareness and education

- Develop a Partnership Map to clarify key partners including potential partners that are not currently engaged. Explore the development of partnership agreements, (or a similar tool), that clarifies mutual obligations between the EGRCMN and its partners. Continue to seek engagement of the local Indigenous people. Include in the Partnership Map a register, priorities for action and a timeframe for establishment of the partnerships. *(Action Plan 4)*
- Develop a Communications Plan which includes;
  - a brief overview of local demographics,
  - discusses barriers to community engagement,
  - identifies the value of community engagement,
  - outlines actions for reaching a broad cross section of the community,
  - identification of information sharing and educational opportunities.
  - Improved linkages between CMN's and other partners.
  - Provision for performance stories.The forms of communication shall continue to include field days and workshops, brochures, newsletters and the web site. *(Action Plan 5)*
- Conduct a Bi-annual Membership Survey *(Action Plan 5)*
- Maintain strong linkages with Landcare including;
  - regular communications between Facilitator and Regional Landcare coordinator,
  - Landcare members to be included as EGRCMN community members,
  - Landcare Groups actively cooperating in on ground management.
  - Landcare representation on the EGRCMN Committee *(Action Plan 4)*

# STRATEGIC PLAN

- Provide information and educational opportunities for EGRCMN members and the public including;
  - natural resource management training
  - raise awareness and improve understanding of policy objectives and programs, and regulatory frameworks,
  - training to improve understanding of funding frameworks, processes and opportunities,
  - promotion of academic champions and research partnerships.

*(Action Plan 6)*

## **4.2.3 Increased number and area of protected rainforest sites**

- Develop local area plan, including monitoring, evaluation & reporting, and ecological and social indicators. Align with regional state and federal biodiversity priorities
- Identify priority projects and strategies – eg linking remnants
- Establish CMN site register (of permanently protected sites)
- Property visits / assessments
- Permanent protection
- Seek funding for projects

*(Action Plan 7, 8 & 9)*

## **4.2.4 Restoration, maintenance and management of rainforest sites**

- Deer management program
- Revegetation projects
- Restoration projects

*(Action Plan 10 & 11)*

## **5 PLANS – Annual and Five Year**

The annual and five year Plans provide an ordered schedule for carrying out Action Plans. At a minimum, an annual review of the plans will be conducted to review currency, progress, results and consider any new Action Plans required. The annual review will also review and revise as necessary priorities for Action Plans.

Assessment of priority will include consideration of the following matters;

- member survey results and other feedback,
- changes in legislation and guidelines and other requirements,
- national priorities and regional Catchment needs,
- funding applied for and / or received.

The current Annual Plan is included in Attachment 10.2, and the current Five Year Plan is included in Attachment 10.3.

Performance monitoring and reporting requirements against the Annual and Five Year Plans are outlined at Section 6.

## **6 Performance Monitoring and Reporting**

A monitoring program is required to ensure;

- progress towards achievement of Action Plan objectives and targets;

# STRATEGIC PLAN

East Gippsland Rainforest  
Conservation Management Network

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- compliance with legislation and other good governance requirements;
- compliance with operational and other procedures.

The monitoring program documents the activities being monitored and places these into an annual calendar. The current Monitoring Program is included in Attachment 10.4

## 7 Meeting Community Expectations & Government Policy

### 7.1 *Community Expectations*

An important requirement of the EGRCMN is to meet both of its ecological and social objectives. The aims and objectives of the EGRCMN include a number of social objectives including providing a forum for people with a common interest and providing information and educational opportunities. Feedback loops provided through the annual member survey, as well as opportunities to contribute via the Newsletter and web site are mechanisms to ensure that community expectations are continued to be met.

### 7.2 *State CMN Strategic Plan*

This EGRCMN Strategic Plan has been prepared consistent with the 'Conservation Management Networks Victoria, Strategic Plan', as appropriate.

### 7.2 *Government Policy*

The EGRCMN and its activities are guided by a range of existing local, state and federal government biodiversity policies and related legislation. Relevant policies and strategies include;

- National Strategy for the Conservation of Biodiversity;
- Our Environment Our Future;
- East Gippsland Regional Catchment Strategy;
- East Gippsland Planning Scheme;
- East Gippsland Shire Council Environmental Sustainability Strategy.

Relevant legislation includes;

- Environment Protection and Biodiversity Conservation Act 1999
- Flora and Fauna Guarantee Act 1999;
- Catchment & Land Protection Act 1994;
- Environment and Planning Act 1987.

## 8 Document Review Requirements

This Strategic Plan shall be reviewed and updated on a three yearly basis by the Facilitator or Secretary, and endorsed by the committee.

## 9 References

Peel, Bill (1999) Rainforests and Cool Temperate Mixed Forests of Victoria

Peel, Bill (in preparation) Rainforest Restoration Manual

# STRATEGIC PLAN

East Gippsland Rainforest  
Conservation Management Network

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## 10 Attachments

### 10.1 Action Plans

#### ACTION PLAN No. 1 – NETWORK MAINTENANCE

<b>Objective:</b> Maintenance of an active network of people with a common interest in rainforest and associated vegetation types in East Gippsland.				
<b>Action Plan Summary:</b> Conduct the network in accordance with Associations Act 'Model Rules', including requirements regarding governance and employee and volunteer management. In particular, establish and maintain structured arrangements for meetings, minutes, actions and reporting. Seek funding for and employment of Facilitator to assist with achieving this objective. Maintain membership register, brochures and website.				
<b>Targets:</b> Ongoing operation of Network and ongoing employment of Facilitator.				
<b>References:</b> <i>Associations Incorporation Act (1981), 'Model Rules'.</i>				
<b>Legislative requirements:</b> <i>Associations Incorporation Act (1981)</i>				
<b>Land Owners Consents &amp; Permits Required:</b> Not Applicable				
Actions - How to achieve target	By when	By whom	Resources needed	Date complete
Conduct at least 6 Committee meetings per year.	Ongoing	Secretary		
Review funding for Facilitator position and seek new funding if required.	November	Committee		
Conduct AGM in November each year.	November	Secretary		
Produce Annual Reports (Operational and Financial).	November	Committee		
Maintain website	Ongoing	Committee		
Update brochure	As required	Committee		
<b>Monitoring Requirements:</b> Committee Meetings held. Facilitator Funding Review. AGM held. Annual Reports produced.		<b>Recording Requirements:</b> Committee and AG Meeting minutes recorded by Secretary and circulated. Annual Reports circulated and published on website		
<b>Costs:</b> Administration and office supplies; Incorporation and Insurance; Accounting and Auditing; Venue hire and refreshments, website and brochure. <b>Total Cost:</b> \$1000 per annum		<b>Benefits:</b> Social objectives achieved by providing a Network for interested people and organisations.		

# STRATEGIC PLAN

East Gippsland Rainforest  
Conservation Management Network

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## ACTION PLAN No. 2 – MEMBERSHIP

<b>Objective:</b> Broaden membership of the Network to include all private and public land managers of rainforest and associated vegetation remnants.				
<b>Action Plan Summary:</b> Identify relevant private and public land managers, engage interest and encourage joining the Network. Promote the Network generally throughout the community and across public land management authorities. Establish a voluntary register of members with skills and knowledge willing to contribute to the Network. Administer membership fees.				
<b>Targets:</b> Increase membership each year.				
<b>References:</b>				
<b>Legislative requirements:</b>				
<b>Land Owners Consents &amp; Permits Required:</b> Membership fees paid annually.				
Actions - How to achieve target	By when	By whom	Resources needed	Date complete
Review public records, (maps, etc) to broadly identify land managers.	November 2009	Facilitator		
Seek membership of identified land managers.	June 2010	Facilitator		
Conduct a minimum of 2 promotional activities per annum. (press release, field day, etc)	May and September	Facilitator		
Establish and maintain member's voluntary register of skills and knowledge.	June 2009	Facilitator		
Administer annual Membership renewals	November 2009	Treasurer		
<b>Monitoring Requirements:</b> Increase in membership. Annual renewals paid. Promotional activities undertaken. Voluntary Skills and Knowledge database established.		<b>Recording Requirements:</b> Committee Meeting Minutes, (for approval). Membership Register for new members. Website / newsletter for promotional activities undertaken.		
<b>Costs:</b> Facilitation; Promotional Activities. <b>Total Cost:</b> \$1000 per annum		<b>Benefits:</b> Broader representation of land managers to enable more effective resourcing and lobbying activities. Resultant improvements in biodiversity.		

# STRATEGIC PLAN

East Gippsland Rainforest  
Conservation Management Network

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## ACTION PLAN No. 3 – FUNDING RESOURCING

<b>Objective:</b> Development of optimum funding requirements to meet Network Aims and Objectives.				
<b>Action Plan Summary:</b> Identify all relevant sources of funding with the potential to assist with meeting the Network Aims and Objectives. Establish a database of recurrent and 'one-of' funding opportunities with timeframes.				
<b>Targets:</b> Achieve ongoing funding for at least 50% of programmed activities.				
<b>References:</b>				
<b>Legislative requirements:</b>				
<b>Land Owners Consents &amp; Permits Required:</b>				
Actions - How to achieve target	By when	By whom	Resources needed	Date complete
Review sources of funding relevant to EGRCMN needs.	June 2010	Facilitator		
Establish database.	November 2010	Facilitator		
Monitor regularly and review at least 6 monthly.	June and November	Facilitator		
Funding applied for.	Ongoing	Committee / Facilitator		
<b>Monitoring Requirements:</b> Funding opportunities identified. Funding applications completed. Funds awarded.			<b>Recording Requirements:</b> Committee Meeting Minutes. Information maintained in database.	
<b>Costs:</b> Facilitator / Secretary / Committee time. <b>Total Cost:</b>			<b>Benefits:</b> More efficient operation of EGRCMN and more achievements able to be made.	

# STRATEGIC PLAN

East Gippsland Rainforest  
Conservation Management Network

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## ACTION PLAN No. 4 – PARTNERSHIP MAP

<b>Objective:</b> Ensure representation of all relevant public and private land managers on the EGRCMN and have clearly identified relationships between key partners.				
<b>Action Plan Summary:</b> Develop a Partnership Map to clarify key partners including potential partners that are not currently engaged. Explore the development of partnership agreements, (or a similar tool), that clarifies mutual obligations between the EGRCMN and its partners. Continue to seek engagement of the local Indigenous people. Include in the Partnership Map a register, priorities for action and a timeframe for establishment of the partnerships.				
<b>Targets:</b> Develop Partnership Map by December 2009.				
<b>References:</b>				
<b>Legislative requirements:</b>				
<b>Land Owners Consents &amp; Permits Required:</b>				
Actions - How to achieve target	By when	By whom	Resources needed	Date complete
Identify partners and their relationships with EGRCMN. Include review of potential partner's objectives and programs.	July 2009	Facilitator		
Investigate options for documenting mutual obligations and understandings between partners.	September 2009	Facilitator		
Document Partnership Map.	November 2009	Facilitator		
EGRCMN endorsement of Partnership Map	December 2009	EGRCMN Committee		
<b>Monitoring Requirements:</b> Partnership Map developed.				
<b>Recording Requirements:</b> Committee Meeting Minutes. Partnership Map.				
<b>Costs:</b> Facilitator time.				
<b>Total Cost:</b>				
<b>Benefits:</b> A comprehensive approach to dealing with EGRCMN matters and interests. Avoidance of duplication of effort. Outcomes more effective.				



# STRATEGIC PLAN

East Gippsland Rainforest  
Conservation Management Network

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## ACTION PLAN No. 5 – COMMUNICATIONS PLAN

**Objective:** Promote community and government awareness of the contributions rainforests provide to society and the environment, and enhance network participants and the communities understanding of rainforest ecosystems and their management.

**Action Plan Summary:** Develop a Communications Plan which includes;

- a brief overview of local demographics,
- discusses barriers to community engagement,
- identifies the value of community engagement,
- outlines actions for reaching a broad cross section of the community,
- identification of information sharing and educational opportunities.
- Improved linkages between CMN's and other partners.
- Provision for performance stories.
- Bi-Annual Membership Survey

The forms of communication shall continue to include field days and workshops, brochures, newsletters and the web site.

**Targets:** Develop Communications Plan by December 2009.

**References:**

**Legislative requirements:**

**Land Owners Consents & Permits Required:**

Actions - How to achieve target	By when	By whom	Resources needed	Date complete
Develop draft Communications Plan.	June 2009	Facilitator		
Draft issued for consultation and comments received.	August 2009	Facilitator / EGRCMN		
EGRCMN endorsement of Communications Plan	November 2009	EGRCMN Committee		

**Monitoring Requirements:**  
Communications Plan developed.  
Website maintained.  
Brochure up to date.  
Newsletters distributed.  
Workshops / Field Days held.  
Annual Membership Survey conducted.

**Recording Requirements:**  
Committee Meeting Minutes.  
Communications Plan.  
Website.  
Newsletters.

**Costs:** Facilitator time.  
**Total Cost:**

**Benefits:**  
Increased level of awareness of members, the community and government. More responsive and representative network.

# STRATEGIC PLAN

East Gippsland Rainforest  
Conservation Management Network

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## ACTION PLAN No. 6 – INFORMING & EDUCATING EGRCMN MEMBERS

<p><b>Objective:</b> Facilitate information sharing and educational opportunities to enhance network participants understanding of rainforest ecosystems and their management.</p>								
<p><b>Action Plan Summary:</b> Provide information and educational opportunities for EGRCMN members including;</p> <ul style="list-style-type: none"> <li>• natural resource management training</li> <li>• raise awareness and improve understanding of policy objectives and programs, and regulatory frameworks,</li> <li>• training to improve understanding of funding frameworks, processes and opportunities, rainforest ecosystems,</li> <li>• promotion of academic champions and research partnerships,</li> <li>• Field days, training days and special interest activities.</li> </ul>								
<p><b>Targets:</b> A minimum of 2 training activities per year.</p>								
<p><b>References:</b></p>								
<p><b>Legislative requirements:</b></p>								
<p><b>Land Owners Consents &amp; Permits Required:</b></p>								
<p>Actions - How to achieve target</p>	<p>By when</p>	<p>By whom</p>	<p>Resources needed</p>	<p>Date complete</p>				
Develop draft annual training schedule. (sources include Member Survey feedback, funds available, government programs, etc)	January	Facilitator						
EGRCMN Committee to endorse Annual Training Schedule.	February	EGRCMN						
Implement Annual Training Schedule	Ongoing	Facilitator						
<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; vertical-align: top;"> <p><b>Monitoring Requirements:</b> Annual Training Schedule produced. 2 Training Activities per year</p> </td> <td style="width: 50%; vertical-align: top;"> <p><b>Recording Requirements:</b> Committee Meeting Minutes. Annual Training Schedule</p> </td> </tr> <tr> <td style="vertical-align: top;"> <p><b>Costs:</b> Training Costs, (Trainer, venue, materials, etc) <b>Total Cost:</b></p> </td> <td style="vertical-align: top;"> <p><b>Benefits:</b> Increased knowledge and skills of members, information transfer to community.</p> </td> </tr> </table>					<p><b>Monitoring Requirements:</b> Annual Training Schedule produced. 2 Training Activities per year</p>	<p><b>Recording Requirements:</b> Committee Meeting Minutes. Annual Training Schedule</p>	<p><b>Costs:</b> Training Costs, (Trainer, venue, materials, etc) <b>Total Cost:</b></p>	<p><b>Benefits:</b> Increased knowledge and skills of members, information transfer to community.</p>
<p><b>Monitoring Requirements:</b> Annual Training Schedule produced. 2 Training Activities per year</p>	<p><b>Recording Requirements:</b> Committee Meeting Minutes. Annual Training Schedule</p>							
<p><b>Costs:</b> Training Costs, (Trainer, venue, materials, etc) <b>Total Cost:</b></p>	<p><b>Benefits:</b> Increased knowledge and skills of members, information transfer to community.</p>							

# STRATEGIC PLAN

East Gippsland Rainforest  
Conservation Management Network

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## ACTION PLAN No. 7 – LOCAL AREA PLAN

<b>Objective:</b> Increase the number and area of protected rainforest sites in East Gippsland.				
<p><b>Action Plan Summary:</b> Develop a Local Area Plan, (LAP), for a particular locality within East Gippsland. (additional LAP's may be developed for other localities in following years according to needs). The LAP will result in the identification and prioritisation of actions required to be addressed in that locality. The LAP will typically include, but will not be limited to;</p> <ul style="list-style-type: none"> <li>• an area description, including area profile, climate and land systems;</li> <li>• identification of rainforest and ecotone flora and fauna;</li> <li>• environmental concerns;</li> <li>• identification of threats, including pest plants and animals and soil management issues, and the development of threat mitigation proposals;</li> <li>• processes for assessment, monitoring, evaluation and reporting;</li> <li>• identification of regional, state and federal government biodiversity priorities;</li> <li>• linkages with other 'Strategic Plan – Action Plans';</li> <li>• development of priority projects, activities and schedules for implementation of the LAP.</li> </ul>				
<b>Targets:</b> One LAP to be developed by October 2010, and one LAP per year thereafter, subject to needs and funding availability.				
<b>References:</b>				
<b>Legislative requirements:</b>				
<b>Land Owners Consents &amp; Permits Required:</b>				
Actions - How to achieve target	By when	By whom	Resources needed	Date complete
Identify extent of area to be incorporated in LAP.	January 2010	EGRCMN		
Conduct facilitated activity to develop format and content, (including identification of issues and proposed mitigation).	April 2010	EGRCMN		
Prepare draft LAP for review and comment.	June 2010	Facilitator / EGRCMN		
Prepare final draft LAP	September 2010	Facilitator		
Endorse LAP	October 2010	EGRCMN		
Implement LAP	November 2011	EGRCMN		
Review need for further LAP development.	November 2010	EGRCMN		
<b>Monitoring Requirements:</b> LAP produced by October 2010. Annual Review of further LAP requirements.		<b>Recording Requirements:</b> Committee Meeting Minutes. Local Area Plan		
<b>Costs:</b> Consultant Costs, Facilitator Costs, Document preparation and publishing. Plan Implementation Costs. <b>Total Cost:</b>		<b>Benefits:</b> A structured approach to the development of priority actions on an area by area basis, resulting in improvements to local and regional biodiversity.		

# STRATEGIC PLAN

East Gippsland Rainforest  
Conservation Management Network

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## ACTION PLAN No. 8 – SITE REGISTER DATABASE

<b>Objective:</b> Increase the number and area of protected rainforest sites in East Gippsland.				
<b>Action Plan Summary:</b> Develop a Site Register Database for rainforest sites which are currently protected, or proposed to be protected on private or public land by Trust for Nature covenants or other mechanisms. The database shall record a range of data concerning individual sites, which can be used to assist in identification of priority actions for individual sites, or collated to provide information on a more broader basis. The format and process used in the development of the Database should provide a template for use across other CMN's and at a State level.				
<b>Targets:</b> Site Register Database to be developed by November 2009.				
<b>References:</b> CFOC Open Grant 2008/2009 Project				
<b>Legislative requirements:</b>				
<b>Land Owners Consents &amp; Permits Required:</b>				
Actions - How to achieve target	By when	By whom	Resources needed	Date complete
Identify format and content of database. Confirm outputs and proposed database usage. Consider Databases developed by other NRM's.	May 2009	Facilitator's		
Conduct stakeholder workshop to develop processes and protocols.	June 2009	Facilitator's		
Document processes and template for use by TfN and other CMN's.	June 2009	Facilitator's		
Obtain endorsement of processes and template from TfN and CMN's.	July 2009	TfN / CMN's		
Source database inputs from land managers and enter into database.	November 2009	Facilitator's		
Review database for currency.	Annually	CMN's		
<b>Monitoring Requirements:</b> Database produced by November 2009. Annual Review of Database currency.		<b>Recording Requirements:</b> Committee Meeting Minutes. Site Register Database		
<b>Costs:</b> Facilitator Costs. <b>Total Cost:</b>		<b>Benefits:</b> Provides a basis for the prioritisation of activities as well as the provision of detailed information which can be collated to provide regional data.		

# STRATEGIC PLAN

East Gippsland Rainforest  
Conservation Management Network

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## ACTION PLAN No. 9 – PERMANENT PROTECTION

<b>Objective:</b> Increase the number and area of protected rainforest sites in East Gippsland.				
<b>Action Plan Summary:</b> Identify priority remnants, establish land ownership and land management responsibility, engage land owner and seek permanent protection, develop management plan including identification of priority actions and appropriateness of available incentives.				
<b>Targets:</b> Facilitate covenants for 2 new properties by November 2009. Consider sites for upgrading classifications, eg Flora and Fauna Reserves				
<b>References:</b> CFOC Open Grant 2008/2009 Project				
<b>Legislative requirements:</b>				
<b>Land Owners Consents &amp; Permits Required:</b>				
Actions - How to achieve target	By when	By whom	Resources needed	Date complete
Identify priority remnants and establish ownership.	May 2009	Facilitator / TfN		
Seek land owner consent to covenant.	June 2009	Facilitator / TfN		
Obtain approval for covenant.	November 2009	Facilitator / TfN		
Implement Management Plans.	Ongoing	Facilitator / TfN / landholders		
<b>Monitoring Requirements:</b> Two new covenants approved by November 2009.		<b>Recording Requirements:</b> Committee Meeting Minutes. Draft covenant deed.		
<b>Costs:</b> Facilitator Costs, Other Costs, eg Incentives. <b>Total Cost:</b>		<b>Benefits:</b> Increase in long term protection of sites and improved biodiversity through implementation of Management Plans.		

# STRATEGIC PLAN

East Gippsland Rainforest  
Conservation Management Network

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## ACTION PLAN No. 10 – DEER MANAGEMENT PROGRAM

<b>Objective:</b> Increase the knowledge and skills of EGRCMN members and partners in deer management to mitigate deer impacts on rainforest vegetation.				
<b>Action Plan Summary:</b> Develop and conduct an enhanced training component for the ADA accredited deer hunters, provide incentives for the Gippsland Deer Management Group to assist with deer management on identified properties, and conduct deer exclusion plot trials to identify the impacts of Sambar deer browsing on native flora.				
<b>Targets:</b> Facilitate enhanced training and conduct exclusion plot trials by November 2009.				
<b>References:</b> CfOC Open Grant Project Activity Programs 1.1 and 1.2				
<b>Legislative requirements:</b>				
<b>Land Owners Consents &amp; Permits Required:</b>				
Actions - How to achieve target	By when	By whom	Resources needed	Date complete
Develop enhanced training package.	July 2009	ADA / TfN / Facilitator		
Deliver training.	October 2009	ADA / TfN / Facilitator		
Conduct baseline monitoring and establish exclusion plot fencing.	May 2009	Facilitator		
Conduct follow up monitoring.	December 2009	Facilitator		
Maintain East Gippsland Deer Management Group.	Ongoing	Facilitator / TfN		
<b>Monitoring Requirements:</b> Enhanced Training delivered by October 2009. Exclusion Plots established by May 2009. Follow up monitoring			<b>Recording Requirements:</b> Committee Meeting Minutes. Deer Management Group Minutes DSE ABC Database. Exclusion Plots Trial – Outcomes Report	
<b>Costs:</b> Facilitator Costs, Hunters Costs, Training Costs, (trainer, venue, etc), Incentives, Fencing & Monitoring Costs. <b>Total Cost:</b>			<b>Benefits:</b> Increase understanding of deer impacts and mitigation measures. Reduced deer impacts.	

# STRATEGIC PLAN

East Gippsland Rainforest  
Conservation Management Network

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## ACTION PLAN No. 11 – 2009 RESTORATION PROGRAM

<b>Objective:</b> Increase the number and area of protected rainforest sites.				
<b>Action Plan Summary:</b> Four sites have been targeted under this activity for restoration and deer management. Restoration will involve a range of methods and include pioneer and infill planting. Expansion of gully vegetation is also essential for increasing the movement of flora and fauna. Restoration will be based on the Rainforest Restoration Manual (Peel, in press) and the adaptive management trials undertaken by Trust for Nature, DSE and GPCMN. Deer management techniques will include the use of spray deterrent and installation of high seats for deer removal. Monitoring of these activities against threatened species survival will be undertaken.				
<b>Targets:</b> A reduction in the numbers and impacts of deer; An improvement in the quality and condition of rainforest ecosystems.				
<b>References:</b> CfOC Open Grant Project Activity Program				
<b>Legislative requirements:</b>				
<b>Land Owners Consents &amp; Permits Required:</b>				
Actions - How to achieve target	By when	By whom	Resources needed	Date complete
Procure plants	1/03/09	Facilitator		
Baseline monitoring	30/04/09	Consultant		
Site preparation	4/05/09	Landowners		
Infill planting	4/05/09	Landowners		
Install high seats	1/06/09	Brett Mills		
Pioneer planting	30/10/09	Landowners		
Follow up monitoring	30/11/09	Committee		
<b>Monitoring Requirements:</b> Baseline monitoring of threatened species: Follow-up monitoring of: • Browsing levels • Change in plant cover • Changes in plant composition Before and after photo points				
<b>Recording Requirements:</b> Committee Meeting Minutes. Progress noted in Project Reports, web site, newsletters, and at CMN Meetings.				
<b>Costs:</b> Facilitator Costs, Site Preparation & Planting, High Seats, Cameras, Monitoring. <b>Total Cost:</b>				
<b>Benefits:</b> Improved regeneration outcomes. Reduced deer impacts.				

# STRATEGIC PLAN

East Gippsland Rainforest  
Conservation Management Network

## 10.2 Annual Plan

Objective	Plan No.	Action Plan Title	Resources & Responsibilities	Jun-09	Jul-09	Aug-09	Sep-09	Oct-09	Nov-09	Dec-09	Jan-10	Feb-10	Mar-10	Apr-10	May-09
Network Establishment, Management & Governance	1	Network Maintenance	CMN Secretary	→→ Cmtee. Meet	→→ Cmtee. Meet	→→ Cmtee. Meet	→→ Cmtee. Meet	→→ Cmtee. Meet	→→ Cmtee. Meet, AGM & Annual Reports	→ Cmtee. Meet	→→ Cmtee. Meet	→→ Cmtee. Meet	→→ Cmtee. Meet	→→ Cmtee. Meet	→→ Cmtee. Meet
	2	Membership	CMN Facilitator	→→ Develop Skills Register			→→ Promotional Activity		→→ Identify land managers						→→ Promotional Activity
	3	Funding Resourcing	CMN Facilitator	→→ Review Funding Prepare funding application						→→ Review Funding Prepare funding application					
Promotion, Information Sharing, awareness and education	4	Partnership Map	CMN Facilitator, Partners, EGRCMN	→→ Identify Partners			→→ Options for Document Oblig'n's		→→ Draft Partnership Map	→ Endorse Partnership Map					
	5	Communications Plan	CMN Facilitator, EGRCMN	→→ Draft Comm's Plan		→→ Review & Revise Plan			→→ Endorse Comms Plan						



# STRATEGIC PLAN

East Gippsland Rainforest  
Conservation Management Network

Objective	Plan No.	Action Plan Title	Resources & Responsibilities	Jun-09	Jul-09	Aug-09	Sep-09	Oct-09	Nov-09	Dec-09	Jan-10	Feb-10	Mar-10	Apr-10	May-09
	6	Informing and educating EGRCMN Members	CMN Facilitator, EGRCMN								→→ <i>Develop Draft Annual Plan</i>	→→ <i>Endorse Annual Plan</i>			
Increased number and area of protected rainforest sites	7	Local Area Plan	CMN Facilitator, EGRCMN						→→ <i>Review need for further LAP's</i>		→→ <i>Identify LAP boundary</i>			→→ <i>Lap Consultation Process</i>	
	8	Site Register Database	CMN Facilitator, EGRCMN	→→ <i>Document process &amp; template</i>	→→ <i>Endorse template &amp; processes</i>				→→ <i>Review database</i>						
	9	Permanent Protection	CMN Facilitator	→→ <i>Identify targets &amp; seek covenants</i>					→→ <i>Secure 2 new covenants</i>						
	10	Deer Management Program	CMN Facilitator, EGRCMN, ADA		→→ <i>Exclusion Fences &amp; Monitoring</i>			→→ <i>Enhanced Training</i>							
	11	2009 Restoration Plan	CMN Facilitator, EGRCMN	→→ <i>Infill planting, high seats</i>				→→ <i>Pioneer planting</i>							

## STRATEGIC PLAN

East Gippsland Rainforest  
Conservation Management Network

### 10.3 5 Year Plan

Objective	Action Plan No.	Action Plan Title	2009	2010	2011	2012	2013
Network Establishment. Management & Governance	1	Network Maintenance	→→ <i>Regular Cmtee. Meetings, AGM &amp; Annual Reports</i>	→→ <i>Regular Cmtee. Meetings, AGM &amp; Annual Reports</i>	→→ <i>Regular Cmtee. Meetings, AGM &amp; Annual Reports</i>	→→ <i>Regular Cmtee. Meetings, AGM &amp; Annual Reports</i>	→→ <i>Regular Cmtee. Meetings, AGM &amp; Annual Reports</i>
	2	Membership	→→ <i>Encourage Membership, Maintain Skills Register, hold 2 promotional activities.</i>	→→ <i>Encourage Membership, Maintain Skills Register, hold 2 promotional activities.</i>	→→ <i>Encourage Membership, Maintain Skills Register, hold 2 promotional activities.</i>	→→ <i>Encourage Membership, Maintain Skills Register, hold 2 promotional activities.</i>	→→ <i>Encourage Membership, Maintain Skills Register, hold 2 promotional activities.</i>
	3	Funding Resourcing	→→ <i>Review Funding sources twice. Prepare funding applications</i>	→→ <i>Review Funding sources twice. Prepare funding applications</i>	→→ <i>Review Funding sources twice. Prepare funding applications</i>	→→ <i>Review Funding sources twice. Prepare funding applications</i>	→→ <i>Review Funding sources twice. Prepare funding applications</i>
Promotion, Information Sharing, awareness and education	4	Partnership Map	→→ <i>Produce &amp; Maintain Partnership Map</i>				
	5	Communications Plan	→→ <i>Produce Communications Plan</i>				
	6	Informing and educating EGRCMN Members	→→ <i>Develop annual training schedule and implement</i>	→→ <i>Review Funding sources twice. Prepare funding applications</i>	→→ <i>Review Funding sources twice. Prepare funding applications</i>	→→ <i>Review Funding sources twice. Prepare funding applications</i>	→→ <i>Review Funding sources twice. Prepare funding applications</i>
Increased number and area of protected rainforest sites	7	Local Area Plan		→→ <i>Prepare LAP and review need for further LAP's.</i>	→→ <i>Review need for further LAP's</i>	→→ <i>Review need for further LAP's</i>	→→ <i>Review need for further LAP's</i>
	8	Site Register Database	→→ <i>Develop Database.</i>	→→ <i>Review Database.</i>	→→ <i>Review Database.</i>	→→ <i>Review Database.</i>	→→ <i>Review Database.</i>

## STRATEGIC PLAN

East Gippsland Rainforest  
Conservation Management Network

Objective	Action Plan No.	Action Plan Title	2009	2010	2011	2012	2013
	9	Permanent Protection	→→ <i>Seek 2 new protected sites</i>	→→ <i>Seek 2 new protected sites</i>	→→ <i>Seek 2 new protected sites</i>	→→ <i>Seek 2 new protected sites</i>	→→ <i>Seek 2 new protected sites</i>
	10	Deer Management Program	→→ <i>Exclusion Fences, Monitoring &amp; Enhanced Training</i>	→→ <i>Maintain Deer Management Program</i>	→→ <i>Maintain Deer Management Program</i>	→→ <i>Maintain Deer Management Program</i>	→→ <i>Maintain Deer Management Program</i>
	11	2009 Restoration Plan	→→ <i>Infill planting, high seats</i>	→→ <i>Extend conservation &amp; restoration activities</i>	→→ <i>Extend conservation &amp; restoration activities.</i>	→→ <i>Extend conservation &amp; restoration activities.</i>	→→ <i>Extend conservation &amp; restoration activities.</i>

# STRATEGIC PLAN

East Gippsland Rainforest  
Conservation Management Network

## 10.4 Monitoring Program

Objective	Action Plan No.	Action Required	Jun-09	Jul-09	Aug-09	Sep-09	Oct-09	Nov-09	Dec-09	Jan-10	Feb-10	Mar-10	Apr-10	May-09	Jun-10	
Network Establishment, Management & Governance	1	Committee Meetings held.	█	█	█	█	█	█	█	█	█	█	█	█	█	
		Facilitator Funding Review						█								
		AGM Held						█								
		Annual Reports produced.						█								
		Annual Review of Strategic Plan						█								
	2	Skills Database Developed	█													
		Promotional Activity				█								█		
	3	Review funding sources	█						█							█
Promotion, Information Sharing, awareness and education	4	Partnership Map developed							█							
	5	Communications Plan developed.						█								
		Website maintained.						█								
		Brochure up to date.						█								

# STRATEGIC PLAN

East Gippsland Rainforest  
Conservation Management Network

Objective	Action Plan No.	Action Required	Jun-09	Jul-09	Aug-09	Sep-09	Oct-09	Nov-09	Dec-09	Jan-10	Feb-10	Mar-10	Apr-10	May-09	Jun-10
		Newsletters distributed.													
		Workshops / Field Days held.													
		Annual Membership Survey conducted.													
	6	Annual Training Schedule produced.													
		2 Training Activities per year													
Increased number and area of protected rainforest sites	7	Review need for Local Area Plan													
	8	Develop Site Register Database													
		Review Site Register Data Base													
	9	2 New covenants Approved													
	10	Exclusion Plots													
		Enhanced Training													
	11	Infill planting & High seats													
		Pioneer Planting & Monitoring													