



**ALBURY CONSERVATION CO
STRATEGIC PLAN 2011 – 2016 (5 YEARS)**

ALBURY CONSERVATION CO. LTD

Preamble to Five Year Strategic Plan 2011 – 2016

The Albury Conservation Co Ltd was established in 2006 through the Corporations Act 2001 as a Company Limited by Guarantee.

Under the Constitution of Albury Conservation Co Ltd the objectives are to protect and enhance the natural environment of the Thurgoona Area, as well as to inform and educate the community of these values and engage the community in conservation management.

Use of the Trust Fund has to be in accordance with these objectives.

A grant of \$500,000 from the NSW RTA (Road Traffic Authority) established the Trust Fund due to the internal by-pass approval affecting Squirrel Glider habitat and habitat connectivity.

This grant in lieu of loss of squirrel glider habitat was stipulated to be spent on works detailed in the Thurgoona Threatened Species Strategy in order to assist other threatened species as well as gliders.

The primary aim is the conservation of the Squirrel Glider in Thurgoona.

In order to establish benchmark data on squirrel gliders the Albury Conservation Co Ltd commissioned in 2007 a research study by Rodney van der Ree and Christopher Stewart. This study entitled “population Viability Analysis for Squirrel Gliders in the Thurgoona and Albury Ranges region of NSW” was tabled in November 2009.

Research and management finding from this study by the Australian Research Centre for Urban Ecology was presented at a community information meeting and follow-up workshop held in August 2010.

Inputs and feedback from this workshop provided valuable data from which the Board of the Albury Conservation Co Ltd could prepare a five year Strategic Plan.

In February 2011 a strategic planning session of Board members was held to frame a Strategic Plan. Reference documents used at this session were:-

- Albury Conservation Co Ltd constitution

- Dr Rodney van der Ree report of November 2009
- Management Options paper – M Cameron, N Jones
- Strategy discussion paper – M Mulvaney
- Thurgoona Threatened Species Conservation Strategy

The subsequent 5-Year Strategic Plan 2011 – 2016, finalised in May 2011, reflects the identity of the Albury Conservation Co Ltd and the plan to achieve the objectives of the Trust Deed and Constitution. This identity includes:

- The current Board identifies their Company as a medium term organisation of at least 5 years.
- The Thurgoona area is considered a special place for wildlife and biodiversity retention and enhancement. This is the Company's primary focus area.
- Community engagement for education, awareness and involvement is critical and a major focus of involvement.
- Squirrel gliders are our primary wildlife species for investment but other threatened species are candidates.
- The Trust Fund principal be retained in part and not fully expended. This enables the Company flexibility and quick response to needs.
- The Company be developed as an attractive biodiversity investment organisation.

Additional Notes:

- Strategic Plan to be reviewed annually.
- The actions within each theme are generally listed in priority order.

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THEME 1: Research

Aim: to develop long term understanding of the Thurgoona landscape as a priority and determine the best on ground actions. Select a small numbers of projects and concentrate on them, don't spread ourselves too thin.

Action	Timeframe	Albury Conservation Co Role	Role of Others	Measure	Likely Budget
1.1 – Squirrel Glider Monitoring Determine and document the current squirrel glider monitoring in the area. Identify new monitoring needs and implement.	-Ongoing. -Initial report to the board within 6 months	Coordinator to lead. Squirrel Glider ongoing monitoring – may be via grant scheme, volunteers or coordinator. Utilise suggestions from Matt and Nigel	LPMA – responsible AlburyCity – responsible Other stakeholders (e.g. CMA) – responsible A range of other players could be involved e.g. students at TAFE and CSU	-Report considered by the board within 6 months. -Measurement program for squirrel glider is established and includes: selection of key monitoring sites, maintenance of population □ 0.7/ha survival rate, assess mortality causes and sinks, identify movement gaps	\$2.5k per annum
1.2 – Monitor Other Species Determine and document the research and monitoring of other threatened species. Identify areas for research or action	ongoing	Coordinator responsible for database development, liaison with others and 12 month updates to the board	Liaison with others required	-Data base is completed -Data base is updated annually and considered by the board -Presenters on specialised areas of conservation present to board	\$2k per annum

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THEME 2: On Ground Works

Aim: For Thurgoona wildlife population to be maintained and improved. Private land is changing from cleared paddocks to developed land, and works should help to limit negative impacts and enhance positive aspects, work with other on-ground projects e.g. Landcare, LPMA, CSU, schools, TAFE, etc. Implement works determined from research and monitoring.

Action	Timeframe	Albury Conservation Co Role	Role of Others	Measure	Likely Budget
2.1 - Develop small grants scheme	December 2011	Engage coordinator	Habitat restoration – owners responsible for their own land	Scheme developed	See below
2.2 - Administer small grant scheme	2012	Engage coordinator	Habitat restoration – owners responsible for their own land	First round complete with review undertaken	\$30k Year 1 \$15k years 2 – 5 (\$1k in promotion, \$14k in grants)
2.3 – Works Investigate the importance of linkages and plant by priority (may need measure of hollow bearing trees or rapid landscape analysis)	2012 - 2016	Coordinator	LPMA – responsible AlburyCity – responsible RTA – responsible Private landholders- responsible Others – responsible	- Links planted - Increased planted area by 1% per annum - Improve squirrel glider rates □ 0.7/ha	\$2.5k per annum
2.4 - Strategic Conservation Land Purchases Research and identify key land parcels for covenants and develop strategy based on purchasing land with revolving funds	2013	Coordinator responsible for identifying and research ACC board responsible	N/A	-Strategy developed. -Habitat restoration amount. -Protect by covenants	N/A at this stage

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THEME 3: Education

Aims: to engage people (Thurgoona community/ Thurgoona residents/major stakeholders) now and in the future. To empower people to act appropriately through education, awareness and involvement.

“Thurgoona’s a special place for wildlife and I can help this”

Action	Timeframe	Albury Conservation Co Role	Role of Others	Measure	Likely Budget
<p>3.1 - Inform/ educate Communicate/involve other stakeholders about biodiversity, threatened species, pest plants and animals and how they can make a difference</p> <ul style="list-style-type: none"> • new residents • developers • groups/ schools • private landholders 	2011 - 2016	Coordinator	S2S – LPMA possible partner	- Education Plan developed and presented to Board - Actions in Education plan progressing to Board’s satisfaction	\$2k per annum
<p>3.2 – Develop Tool Kits Thurgoona is blessed with educators- they need tools. Develop an Education Tool Kit.</p>	2012/2013	Coordinator	These groups have similar aims: <ul style="list-style-type: none"> • LPMA • AlburyCity 	Tool kit exists	\$2k – one off
<p>3.3 - Develop/ maintain education tools, including web portal</p>	2011 - 2016	Coordinator	These groups have similar aims: <ul style="list-style-type: none"> • LPMA • AlburyCity 	Tool kit is being utilised	\$2k per annum

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THEME 4: Governance

Aims: To ensure best practise governance of Albury Conservation Co. This includes the development and implementation of policies and guidelines which ensure viability of the organisation.

Action	Timeframe	Albury Conservation Co Role	Role of Others	Measure	Likely Budget
4.1 - Income Attraction Policy <ul style="list-style-type: none"> • explore making overdraft procedure • seek outside sources • contract work • government grants • donations • corporate sponsorships/ donations • develop an investment prospectus 	2011-2015 2011/12	Coordinator	N/A	- Consideration of an Income Attraction Policy by the board. - Development of a prospectus. - Generate external income via a variety of sources. - Attract income (approximately \$80k/year) which retains the original principal \$571k in real terms (i.e. plus inflation at 2.5%).	Costs \$3k (eg prospectus printing and dissemination)
4.2 - Risk plan review	Every 12 months	Responsible Public Officer to lead review annually	N/A	Consistent lowering of either likelihood or consequence for each of the four major risks	No cost

4.3 - Two-year financial plan review	Every 12 months	Responsible Public Officer to lead review, responsibility rests with Board	N/A	Review complete	No cost
4.4 – Contractual Agreement	2011/2012	Responsible	N/A	If staff or contractors are employed, that appropriate employment or contractual agreements are put in place	Legal costs - \$2k
4.5 - Investigate need for Board Member insurance	2011	Responsible - Public Officer to research and present to Board	N/A	Investigation complete	No cost
4.6 - Follow up on registration as an environmental organisation	2011	Responsible. Michael Mulvaney to follow up	N/A	Registered Environmental Organisation	No cost
4.7 - Develop Board Membership Guidelines	2011	Responsible	N/A	Adoption and implementation of guidelines	No cost
4.8 – Land for Profit Use overdraft to purchase land and resell	Ongoing	Coordinator responsible for identifying and research Board responsible	N/A	Profit	Overdraft usage up to \$80k