



Tamar NRM Strategic Direction 2018-2021



Vision: "An organisation that makes an effective contribution to natural resource management through support, leadership and innovation".

Mission: "To assist the Tamar Valley community to manage its natural resources through practical solutions and partnerships".



Tamar NRM

Tamar NRM Strategic Direction 2018-2021

| Objective | Strategies | Example Actions |
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| To care for and create a balance between the natural, agricultural and built environments | <ul style="list-style-type: none"> - Contribute to building healthy and productive rural and urban communities. - Embrace community involvement and sharing knowledge. - Be responsive to changing environments. | <ul style="list-style-type: none"> - Run activities such as Ragwort Raids in the 3 municipal areas. - Work with councils to identify the issues and actions required in each municipality that Tamar NRM can contribute to. - Contribute to building resilient communities. |
| Empower people – staff, Management Committee, Reference Group, project officers and community | <ul style="list-style-type: none"> - Attract and retain quality people to work for, and work with, Tamar NRM. - Bring in expertise when we need it. - Encourage training. - Maintain Reference Group. - Maintain Working Groups, including setting up Working Groups when needed. (Disbanding if there is no further use.) - Maintain the Christopher Strong Sustainability Grant Fund and Tamar Fund. | <ul style="list-style-type: none"> - Maintain the culture of recognition for work, flexibility and encouragement of working to strengths and with reasonable autonomy. - Maintain and utilise a skills register of people with skills and experience able to work on short term projects. - Staff and Management Committee – identify training needs and encourage pursuit of training as and when appropriate. - Review Reference Group composition regularly, identify potential Reference Group members and run two Reference Group meetings per year to maintain engagement. - Review Working Groups annually. - Establish a Working Group if it fits the objectives of Tamar NRM. - Review both funds annually. Promote and maintain the funds. |
| Build and maintain active partnerships | <ul style="list-style-type: none"> - Create and maintain dialogue with our councils, government agencies, others in the NRM space, other not-for-profits, businesses, community groups and members to better understand their needs and what Tamar NRM has to offer and how Tamar NRM can work with them. | <ul style="list-style-type: none"> - Meet with agency representatives on a regular basis. - Keep close to council works managers and crews. - Maintain dialogue with community groups, businesses and individuals. - Understand what other not-for-profits are trying to or need to achieve. |
| Be relevant to our councils | <ul style="list-style-type: none"> - Where appropriate, align ourselves with our stakeholders’ strategic goals and needs. | <ul style="list-style-type: none"> - Identify relevant strategic goals for councils, describing how we help councils achieve them. - Report back to councils as regularly as possible. - Record our activities and engagement hours of volunteers and attendees. - Wherever possible, identify the outcome from our activities and events. - Communicate well. |

| Objective | Strategies | Example Actions |
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| <p>Be relevant to the community</p> | <ul style="list-style-type: none"> - Stick to our 5 Themes: Sustainable Living; Sustainable Agriculture; Biodiversity; Weeds and Feral Cats. - Establish a niche for ourselves where the competition is the least and we have strengths, such as (but not limited to) Sustainable Living. - Programs and projects that reflect the needs of the community including workshops, field days, expos. - Consider how we operate – mobile/semi-mobile/high profile base from which to run activities. - Maintain Reference Group, set up and disband Working Groups as required, consult widely. - Whenever possible, run a works team for on-ground outcomes. - Utilise the Reference Group to provide feedback and identify local issues. - Communicate well. | <ul style="list-style-type: none"> - Take leadership roles on existing and emerging issues within the region and, where appropriate, statewide. - Beware of mission (or theme) creep. - Trial a Sustainable Living Expo and if, successful, consider a biennial event. Consider satellite events in West Tamar Municipality and George Town Municipality. - Deliver and seek refunding for projects such as Backyard to Broadacres, fire management workshops, pasture trials, etc. - Deliver on long-term projects such as Ragwort Raids and Boneseed Blitz. - Review the need for an independent/separate base like Lamont St. - Facilitate the growth of small community groups such as Plastic Free Launceston. - Explore potential funding models and opportunities for works teams. - Run two Reference Group meetings per year and utilise surveys within Reference Group to gauge priorities for the region/community. - Newsletter, Facebook, web page, media and networks. |
| <p>Continue to be a secure, accountable and responsive organisation</p> | <ul style="list-style-type: none"> - Maintain a strong and active Management Committee. - Maintain a culture of good governance. - Identify and pursue additional sources of funding (long, medium and short term). | <ul style="list-style-type: none"> - Actively recruit potential members for Management Committee based on skills and/or knowledge needs. - Maintain a culture of respect for individual views. - Review Management Committee governance; invite auditor to meetings prior to AGM to provide feedback, clear and transparent financial reports, distributed in a timely manner. - Continue with outsourcing book-keeping. - Maintain reporting standards in agenda notes to ensure Management Committee are relatively up-to-date with activities. - Endeavour to be transparent at all times. - Encourage questions. - Seek alternative/additional funding: grants, fee-for-service, sponsorship, donations and events (such as Sustainable Living / Energy Expo). - Consider the possibility of operating outside our region on a fee-for-service basis (i.e. Ragwort Raid in Meander Valley). |

Tamar NRM Values:

1. **Respect and Value** - We respect nature and natural processes.
2. **Be Ethical** - We will be fair and open in our business dealings and give fair value in order to have mutually beneficial relationships with our partners, employees and volunteers.
3. **Consider the Future** - We have a duty of care to those around us, as well as to future generations.
4. **Be Open and Learn** - Keep an open mind about new ways of thinking and doing. We listen to and learn from all.
5. **Share** - We seek ways for the whole community to share in the responsibility of maintaining and valuing biodiversity.

Formed in 1998, Tamar NRM is a northern Tasmanian, independent, not-for-profit, natural resource management organisation supported by the 3 Tamar councils: City of Launceston, West Tamar and George Town.

This latest update to our strategic directions incorporates input and feedback gathered over two years and a process of alignment with the three Tamar councils' objectives and strategic plans. Importantly, the Tamar NRM Strategic Direction 2018-2021 builds in what the rural and urban communities want of an NRM organisation, delivering grass-roots-driven projects across the Tamar Valley.

Five key focus areas for attention over the next 3 years are: Sustainable Living, Sustainable Farming, Biodiversity, Weeds, and Feral Cats.

