

SHIRE OF KOJONUP

Kojonup



Kojonup Natural Resource Management (NRM)
Advisory Committee

NRMAC - 11

AGENDA

14 November 2024

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AGENDA

1 DECLARATION OF OPENING AND ANNOUNCEMENT OF GUESTS

The meeting was declared open at _____pm.

2 ATTENDANCE & APOLOGIES

MEMBERS

Roger Bilney	Shire President
Alan Egerton-Warburton	Councillor
Kath Mathwin	Community Representative
Adele Scarfone	Community Representative
Prue Batchelor	Community Representative

STAFF (OBSERVERS)

Grant Thompson	Chief Executive Officer
Dwayne Lottering	Property Services and Natural Resource Management
Eloise Brown	Property Services Team Leader
Tonya Pearce	Governance and Rates Officer

APOLOGIES

3 CONFIRMATION OF MINUTES

KOJONUP NATURAL RESOURCE MANAGEMENT ADVISORY COMMITTEE MEETING – 30 AUGUST 2024. [Attachment 3.1](#)

OFFICER RECOMMENDATION

That the minutes of the Kojonup Natural Resource Management Advisory Committee meeting held 30 August 2024 be confirmed as a true record.

4 **GENERAL BUSINESS**

Item	Response/Action	
Strategic Discussion	Reflect on Previous Strategic Discussion Form and finalise Strategic Initiatives and Priorities for the NRM committee in 2025	CEO to facilitate planning session for NRM strategy and plans. Refer to notes for detail – attachment 4.1.

5 **OTHER ITEMS FOR DISCUSSION OR FUTHER RESEARCH**

Great Southern Climate Alliance Update

6 **FINANCIAL REPORT**

Reserves Update

7 **STATUS REPORTS**

To be created from initiatives planning

8 **MOTIONS OF WHICH PREVIOUS NOTICE HAS BEEN GIVEN**

9 **NEXT MEETING**

The next meeting of the Kojonup Natural Resource Management Advisory Committee is to be held 20 February 2024 at 5.00pm.

10 **CLOSURE**

There being no further business, the Presiding Member thanked the members for their attendance and declared the meeting closed at _____pm.

11 ATTACHMENTS (SEPARATE)

3.1 Unconfirmed Kojonup NRM Advisory Committee Meeting – 30 August 2024

4.1 NRM Purpose Planning Session November 2024

SHIRE OF KOJONUP

Kojonup



Kojonup Natural Resource Management (NRM)
Advisory Committee

NRMAC - 10

MINUTES

30 August 2024

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UNCONFIRMED

MINUTES

1 DECLARATION OF OPENING AND ANNOUNCEMENT OF GUESTS

The meeting was declared open at 2.00pm.

2 ATTENDANCE & APOLOGIES

MEMBERS

Roger Bilney

Shire President

Alan Egerton-Warburton

Councillor

Kath Mathwin

Community Representative

Adele Scarfone

Community Representative

Prue Batchelor

Community Representative

Grant Thompson

Chief Executive Officer

Dwayne Lottering

Property Services and Natural Resource Management

Eloise Brown

Property Services Team Leader

Tonya Pearce

Governance and Rates Officer

APOLOGIES

3 CONFIRMATION OF MINUTES

KOJONUP NATURAL RESOURCE MANAGEMENT ADVISORY COMMITTEE MEETING – 24 JUNE 2022. [Attachment 3.1](#)

OFFICER RECOMMENDATION/COMMITTEE DECISION

NRM1/24 Moved K. Mathwin

Seconded Cr Egerton-Warburton

That the minutes of the Kojonup Natural Resource Management Advisory Committee meeting held 24 June 2022 be confirmed as a true record.

CARRIED 5/0

For: Cr Bilney, Cr Egerton-Warburton, K. Mathwin, A. Scarfone, P. Batchelor

4 GENERAL BUSINESS

Item	Response/Action	
Strategic Discussion	Workshop the broad definition and purpose of NRM in the Shire of Kojonup? Discuss the role of the Shire in NRM? What is the NRM Committee’s role?	CEO Facilitated the first planning session for NRM strategy and plans. Refer to notes for detail - attached
Community Engagement	How best to re-engage and encourage community involvement and volunteering?	As a part of the outcomes from planning session an NRM stakeholder plan required to be developed. CEO to complete.
Reserves Management	Discuss the Weeds program and what is the plan to effectively prevent spread? E.g. Bridal Creeper, Tagasaste and Prickly Lettuce.	Further research is required prior to developing a noxious weed and pest management strategy. Property Services to progress research.

5 OTHER ITEMS FOR DISCUSSION OR FUTHER RESEARCH

Nil

6 FINANCIAL REPORT

CEO Presented the current reserve balance to the Committee.

- a) NRM Reserve balance, terms of reference and funds usage.
- b) Circa \$107,351 available in reserve fund.

7 STATUS REPORTS

Landcare sector costs review for State NRM Program grants – August 2024. [Attachment 7.1](#)

8 MOTIONS OF WHICH PREVIOUS NOTICE HAS BEEN GIVEN

Nil

9 NEXT MEETING

The next meeting of the Kojonup Natural Resource Management Advisory Committee is to be held 14 November 2024 at 5.00pm.

10 CLOSURE

There being no further business, the Presiding Member thanked the members for their attendance and declared the meeting closed at 3.55pm.

11 ATTACHMENTS (SEPARATE)

3.1 Unconfirmed Kojonup NRM Advisory Committee Meeting – 24 June 2022

7.1 Landcare sector costs review for State NRM Program grants – August 2024.

UNCONFIRMED

NRM Committee Meeting Notes 30 August 2024

Who is the primary beneficiary of NRM in the Shire of Kojonup?

The Committee agrees that The Community is the key beneficiary from the efforts of Natural Resource Management.

What does the community want from NRM?

- Scope – flora, fauna, soils, bio environments, climate, social license.

The Community Wants:

- To retain natural resources, vegetation and wildlife
- Protect water courses, geographically.
- Create connection and create awareness
- Encouragement to be involved
- Sustainable systems
- To manage natural resources for future generations
- The Shire to operate with a social license
- Effective water storage and management
- To control and eradicate pests, feral vermin and noxious weeds

When does the community measure NRM performance?

The community measures our performance:

- When problems like noxious weeds and vermin are visible
- Every day
- When the landscape is not aesthetically appealing
- At Events e.g. Bloom festival etc

Why do the community want it?

The Community Wants:

- Resilience and sustainability of its natural resources
- To be a part of the solution
- To make a difference
- To be the custodians of the land
- To differentiate Kojonup through asset management
- To educate everyone on why Kojonup is special enough to save

How does the community measure NRM performance?

The Community measures:

- Effective weed and pest control management
- Species count and variability – bird counts, endangered species
- Improving Aesthetics of the land and town scapes.

Purpose –

Mission

- Educate
- Protect
- Create resilience

- Improve Sustainability using Community (citizen) science.

Vision

- Highly aware and wants to look after it
- Caring
- Unified
- Sustainability
- Natural regeneration
- Accountable
- External acknowledgment.

Service

- Aware community - advertise
- Promote connectivity
- Grow the baseline improve the nature based
- Sustainable agriculture systems
- Reduction in weeds and pests
- Connections of the reserves, mapping reserves
- Interdependencies, protected corridors.

NRM is here to create value for the community by protecting and growing resilience in our interconnected Bio and Agricultural Systems

... this is why we exist.....

C-ROC – Community return on capital. How do we measure the tangible and non-tangible?

Measurements – Education programs (survey before and after)

Strengths Weaknesses Opportunities and Threats (SWOT) –

Strengths

- Biodiverse reserves
- Goodwill of community
- Government support
- Human resources, new team and new committee
- Financial reserve
- Geography and location
- Access to water.

Weaknesses

- Lack of funding
- Natural fertility of soils is low
- Underrepresented of Keneang Noongar
- Ownership may change, less control of Shire
- Disconnection of private vs public assets
- Lack of systems approach, management different
- Priorities of people different
- Expertise – knowledge
- Knowledge of reserves and mapping district

- Time: resources.

Opportunities –

- Government support (grants)
- Growing momentum
- Keneang representation, ranger program
- Expertise
- Mapping. Open source
- Save the black cockatoos
- No weeds
- Establish Kojonup as a biodiversity hot spot
- Pest control, cat, rabbits
- Water catchments
- Recycling 3R's
- Ecotourism
- Education, of environment
- Volunteer programs.

Threats

- Ownership of assets may change
- Lack of knowledge/resources
- Climate cycles
- Misunderstanding of ownership and stewardship
- Lack of resources
- Apathy – can't do anything about it
- Population decline
- Government policy
- Natural disasters impact.

NRM Key strategic issues (Strategic elephants)

1. Pest control. Weeds (noxious) bridal creeper, sour sob, tagasaste, Watty are competing and wiping out native vegetation.
2. Funding – lack of resources
3. Perception of NRM is 'green and tree hugging' and a threat to farming.
4. Climate change / cycles / extreme weather. Is it reality or perception? Because it will have a detrimental and disruptive impact on the economy and amenity.
5. Loss of biodiversity in corridors and road reserves that reduces fauna and increases noxious weeds.
6. Sovereign risk – change in legislation impacting the expectation on landowners and ability to farm. (chemicals, animals, right to farm, customers)

Update on southern dirt – full-time executive officer, who is on maternity leave. Sheridan Kowald. Part time project officer. Grant applications very specific to farming. Chair Wade Robertson.

Note – updates for the Kojonup news. Shire to do more for the promotion of NRM.

SoKO – NRM COMMITTEE



The best way to
predict your future
is to create it...

2024 - 2027 SoKO NRM Planning:

1. Overview - Terms of Reference
3. Purpose
4. SWOT
5. Beneficiary KPI
6. Initiatives/Strategies

November 2024

Ref: CEO Updates

Strategic Overview

Values and Purpose

Purpose/Mision/Values

Create Community Value

“We do this by Listening to the Community Everyday”

Vision

Where we are going
By 2033 Kojonup
 aims to be...
“THE CULTURAL EXPERIENCE CENTRE OF THE GREAT SOUTHERN”

Objectives, Measures & Targets

Community First, Safety Always

Initiatives to achieve the strategies

Strategic Initiatives

1st year of the Corporate Business Plan Annual Budget Adopted

Timelines, SPA and metrics

KOJONUP'S COMMUNITY VISION PLAN ON A PAGE

1. Cultural Experience

- 1.1. Enhance Accommodation Experiences
- 1.2. Enhance Cultural Experiences
- 1.3. Enhance Community Experiences
- 1.4. Enhance Regional Experiences

2. Community

- 2.1. Strengthen Community Ties
- 2.2. Enhance Community Engagement
- 2.3. Enhance Community Wellbeing
- 2.4. Enhance Community Resilience

3. Regional Development

- 3.1. Enhance Regional Infrastructure
- 3.2. Enhance Regional Services
- 3.3. Enhance Regional Environment
- 3.4. Enhance Regional Economy

4. Attraction

- 4.1. Enhance Cultural Industry
- 4.2. Enhance Creative Industries
- 4.3. Enhance Sports and Recreation
- 4.4. Enhance Events and Festivals



SHARE OF KOJONUP CORPORATE BUSINESS PLAN 2023-2025

Key Pillar	Initiative	Sub-initiative	Priority Type	Type of work	Measurement	Measurement Scale	Annual goals	
1. Cultural Experience	1.1. Enhance Accommodation Experiences	1.1.1. Upgrade accommodation facilities	Strategic	Project	+60% tourist satisfaction with accommodation	1-5 (Survey data)	60%	
	1.2. Enhance Cultural Experiences	1.2.1. Enhance cultural events and activities	Strategic	Program	+40% tourist participation in cultural events	1-5 (Survey data)	40%	
		1.2.2. Enhance cultural heritage sites	Strategic	Program	+30% tourist satisfaction with cultural heritage sites	1-5 (Survey data)	30%	
		1.2.3. Enhance cultural education and training	Strategic	Program	+20% tourist participation in cultural education and training	1-5 (Survey data)	20%	
	1.3. Enhance Community Experiences	1.3.1. Enhance community events and activities	Strategic	Program	+30% tourist participation in community events	1-5 (Survey data)	30%	
		1.3.2. Enhance community services	Strategic	Program	+20% tourist satisfaction with community services	1-5 (Survey data)	20%	
		1.3.3. Enhance community infrastructure	Strategic	Program	+10% tourist satisfaction with community infrastructure	1-5 (Survey data)	10%	
	2. Community	2.1. Strengthen Community Ties	2.1.1. Enhance community events and activities	Strategic	Program	+30% community participation in community events	1-5 (Survey data)	30%
		2.2. Enhance Community Engagement	2.2.1. Enhance community consultation and feedback	Strategic	Program	+20% community participation in consultation and feedback	1-5 (Survey data)	20%
			2.2.2. Enhance community training and development	Strategic	Program	+10% community participation in training and development	1-5 (Survey data)	10%
2.3. Enhance Community Wellbeing		2.3.1. Enhance community health and safety	Strategic	Program	+10% community participation in health and safety programs	1-5 (Survey data)	10%	



THE CULTURAL EXPERIENCE CENTER OF THE GREAT SOUTHERN



Placemaking Strategy

Our new *Placemaking Strategy* sets out four (4) 'key pillars' or areas of focus for the community. These are as follows:

- 1. Lifestyle;
- 2. Visitation;
- 3. Economics; and,
- 4. Performance.

KOJONUP'S COMMUNITY VISION PLAN ON A PAGE

THE CULTURAL EXPERIENCE CENTRE OF THE GREAT SOUTHERN

Kojonup

Cultural Experience Lifestyle By December 2022 Kojonup has	Cultural Experience Economics By December 2022 Kojonup has	Cultural Experience Visitation By December 2022 Kojonup has	Culture of Kojonup Performance By December 2022 Kojonup has
1. Diverse Accommodation Options 1.1 Affordable short stay 1.2 Housing, land development stimulus 1.3 Future proof aged care 1.4 Experience-Kojonup experiential accommodation 1.5 Experience-Kojonup self stay program Placemaking Project	4. Grow Existing Business 4.1 Economic support program 4.2 Ko-work entrepreneurs centre Placemaking Project 4.3 School-based Creative-Kojonup partnership Placemaking Project	7. Experience-Kojonup Anytime Adventures 7.1 The Koda Place Cultural upcave Placemaking Project 7.2 Experience-Kojonup attraction upcave Placemaking Project 7.3 Experience-Kojonup natural trails Placemaking Project 7.4 Digital Experience-Kojonup Placemaking Project	10. Contributed Socially 10.1. Environment Action 10.2. Skills and Community Reconciliation Action 10.3. Diversity and Inclusion Action
2. Proactive Community Spirit 2.1 Placemaking Community Advisory Team Placemaking Project 2.2 Placemaking Youth Advisory Team Placemaking Project 2.3 Volunteer support 2.4 Community Revenue Team 2.5 Experience-Kojonup Community Incentive Scheme Placemaking Project 2.6 Wellbeing advancement	5. Assisted New Business 5.1 Industrial land release 5.2 SoK Diversity Ink Partnership 5.3 Reason-to-visit retail attraction Placemaking Project 5.4 Recycling business 5.5 Cultural experience new business Placemaking Project	8. Experience-Kojonup Occasional Adventures 8.1 Creative-Kojonup visual arts Placemaking Project 8.2 Experience-Kojonup performing arts Placemaking Project 8.3 Cultural experience annual event calendar	11. Fresh Community Engagement 11.1 Targeted Community and Stakeholder Engagement 11.2 Self-help communication system 11.3 Experience-Kojonup brand storytelling Placemaking Project 11.4 Experience-Kojonup innovative partnerships Placemaking Project 11.5 Victory milestone celebrations Placemaking Project
3. Regional Development 3.1 Arts transportation Placemaking Project 3.2 Social practitioners 3.3 Telecommunications advocacy 3.4 Young OH&I care and activities 3.5 Sport collaboration	6. Attracted Cultural Industry 6.1 Creative-Kojonup creative industries collective Placemaking Project 6.2 Creative-Kojonup experiential culture awareness training Placemaking Project 6.3 Cultural industry support Placemaking Project	9. Experience-Kojonup Vibrant Spaces 9.1 Experience-Kojonup main street renewal (Phase A) Placemaking Project 9.2 Experience-Kojonup main street renewal project (Phase B) Placemaking Project 9.3 Kojonup 'ROAD' super-wide program Placemaking Project 9.4 Kojonup 'ROAD' precinct Placemaking Project	12. A High Performing Council 12.1 SoK Resources and Funding 12.2 SoK monitoring and reporting 12.3 SoK values and culture growth 12.4 Community data and knowledge commitment Placemaking Project 12.5 SoK IT upgrade 12.6 SoK asset management



Cultural Experience Lifestyle

By December 2027 Kojonup has



1. Diverse Accommodation Options

- 1.1 Abundant short-stay
- 1.2 House, land development stimulus
- 1.3 Future-proof aged care
- 1.4 Experience-Kojonup experiential accommodation.
Placemaking Project
- 1.5 Experience-Kojonup self stay program
Placemaking Project



2. Proactive Community Spirit

- 2.1 Placemaking Community Advisory Team
Placemaking Project
- 2.2 Placemaking Youth Advisory Team
Placemaking Project
- 2.3 Volunteer support
- 2.4 Community Revenue Team
- 2.5 Experience-Kojonup Community Incentive Scheme
Placemaking Project
- 2.6 Wellbeing advancement



3. Regional Development

- 3.1 Future transportation
Placemaking Project
- 3.2 Roads prioritisation
- 3.3 Telecommunications advocacy
- 3.4 Young child care and activities
- 3.5 Sport collaboration

Cultural Experience Economics

By December 2027 Kojonup has



4. Grown Existing Business

- 4.1 Economic support program
- 4.2 Ko-work entrepreneurs centre
Placemaking Project
- 4.3 School-based Creative-Kojonup partnership
Placemaking Project



5. Assisted New Business

- 5.1 Industrial land release
- 5.2 SoK Diversity WA Partnership
- 5.3 Reason-to-stop retail attraction
Placemaking Project
- 5.4 Recycling business
- 5.5 Cultural experience new business
Placemaking Project



6. Attracted Cultural Industry

- 6.1 Creative-Kojonup creative industries collective
Placemaking Project
- 6.2 Creative-Kojonup experiential culture-awareness training
Placemaking Project
- 6.3 Cultural industry support
Placemaking Project

Cultural Experience Visitation

By December 2027 Kojonup has



7. Experience-Kojonup Anytime Adventures

- 7.1 The Kodja Place Cultural upscale
Placemaking Project
- 7.2 Experience-Kojonup attraction upscale
Placemaking Project
- 7.3 Experience-Kojonup natural trails
Placemaking Project
- 7.4 Digital Experience-Kojonup
Placemaking Project



8. Experience-Kojonup Occasional Adventures

- 8.1 Creative-Kojonup visual arts
Placemaking Project
- 8.2 Experience-Kojonup performing arts
Placemaking Project
- 8.3 Cultural experience annual event calendar



9. Experience-Kojonup Vibrant Spaces

- 9.1 Experience-Kojonup main street renewal (phase A).
Placemaking Project
- 9.2 Experience-Kojonup main street renewal project (phase B)
- 9.3 'Kojonup Proud' region-wide program
Placemaking Project
- 9.4 Kojonup Youth Precinct
Placemaking Project

Shire of Kojonup Performance

By December 2027 Kojonup has



10. Contributed Socially

- 10.1 Environment Action
- 10.2 Shire and Community Reconciliation Action
- 10.3 Diversity and Inclusion Action



11. Fresh Community Engagement

- 11.1 Targeted Community and Stakeholder Engagement
- 11.2 Self-help communication system
- 11.3 Experience-Kojonup brand storytelling
Placemaking Project
- 11.4 Experience-Kojonup innovative partnerships
Placemaking Project
- 11.5 Visionary milestone celebrations
Placemaking Project



12. A High Performing Council

- 12.1 SoK finances and funding
- 12.2 SoK monitoring and reporting
- 12.3 SoK values and culture growth
- 12.4 Community data and knowledge commitment
Placemaking Project
- 12.5 SoK IT upgrade
- 12.6 SoK asset management

NRM Terms Of Reference

Aims and Objectives

To work collaboratively with the community under the following five (5) main areas:

1. Economy, Community and Environment

- ▣ Develop an NRM strategy for the Shire of Kojonup based on natural asset condition and management driven by the triple bottom line approach.

2. Stewardship and Partnerships

- ▣ Undertake or ensure environmental planning, policies to protect and preserve environmental assets, reserves and ecology within Kojonup's natural and agricultural ecosystems.

3. Collaboration and Capacity Building

- ▣ Actively participate and promote sustainable NRM including education, research and policy development programs, on ground projects, and funding opportunities.

4. Innovation and Education

- ▣ Increase awareness of constraints in the climate and develop management actions for the Shire, primary producers and local businesses to create opportunities, particularly focussing on Drought Resilience and future water management.

5. Leadership and Responsibility

- ▣ Advisory capacity to support the Council in implementing Best Management Practices (BMPs) for Shire activities to improve the environmental performance of the organisation.

Who is the Primary Beneficiary of NRM in the Shire of Kojonup?

- ▣ The Committee agrees that the Kojonup Community (Present and Future) is the Key Beneficiary from any effort and investment the Shire makes in NRM.

SoKO NRM Primary Beneficiary

What does Community want from NRM?

- *To retain natural resources, vegetation and wildlife*
- *Protect water courses geographically.*
- *Create connection and create awareness within the community*
- *Encouragement to involve the community*
- *Sustainable systems*
- *To manage natural resources for future generations*
- *The Shire to operate with a social license*
- *Effective water storage and management*
- *To control and eradicate pests, feral vermin and noxious weeds*

A Shire that protects and nurtures the environment

When does Community measure NRM performance?

- *When problems like noxious weeds and vermin are visible*
- *When the risk awareness increases i.e. reserve fuel loads*
- *Every day*
- *When the landscape is not aesthetically appealing*
- *At Events e.g. Bloom festival etc*

High Performance Visibility every day

Community:

Why do the Community Want it?

- *Resilience and sustainability of its natural resources*
- *To be a part of the solution*
- *To make a difference*
- *To be the custodians of the land*
- *To differentiate Kojonup through asset management*
- *To educate everyone on why Kojonup is special enough to save*

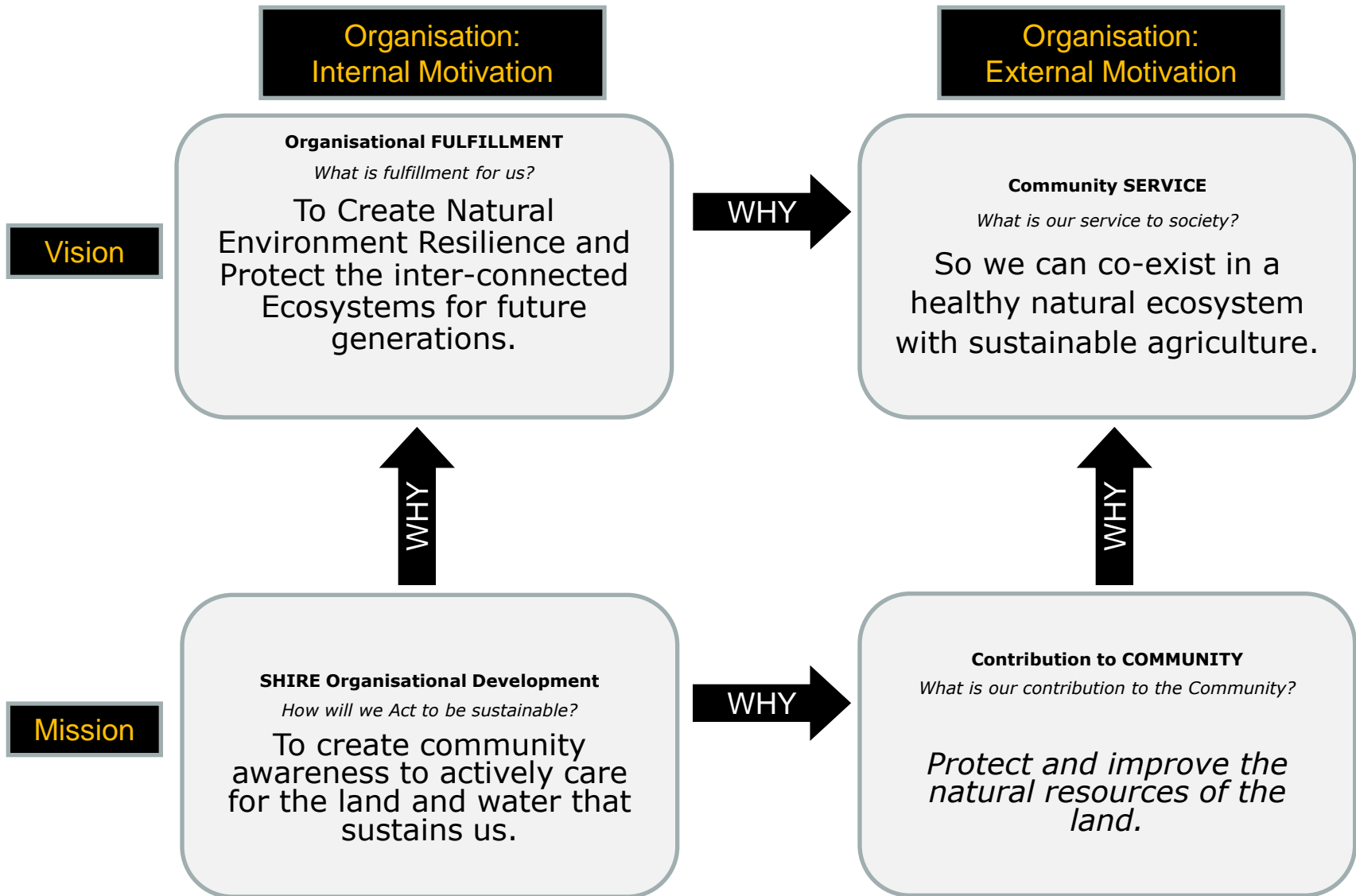
To Protect but use the Environment

How does the Community measure NRM performance?

- *Effective weed and pest control management*
- *Species count and variability – bird counts, endangered species*
- *Improving Aesthetics of the land and town scapes.*

Environmental Metrics Driving Performance

Clarity of Purpose of SoKO NRM



Draft Purpose (defacto Mission)

To create Community Awareness to actively Care and Protect the Inter-Connected Land and Water resources that Sustains us.

This is why we exist.....

..... But how do we measure it?

SoKO NRM's Community Beneficiary Performance Indicator (BPI)

BPI Options →

BPI Characteristic Filter →

NRM BPI

Species Counts

NRM C-Roc

Weeds Management

Community feedback (NPS)

- Timely
- Easily measurable
- Easily understood
 - Universal acceptance
- Ownership by all team members
- Others hang off it
 - Able to be benchmarked
- Applies to whole organisation and Community
- Links to Purpose
- Resonates with beneficiaries

BPI = ??????

Target XX%

Shire NRM Value =

XX% XXXXX

Community Value = XX% XXXXXXXX

Strengths	Weaknesses
Biodiverse reserves	Lack of funding
Goodwill of community	Natural fertility of soils is low
Government support	Underrepresented of Keneang Noongar
Human resources, new team and new committee	Ownership may change, less control of Shire
Financial reserve	Disconnection of private vs public assets
Geography and location	Lack of systems approach, management different
Access to water.	Priorities of people different
	Expertise – knowledge
	Knowledge of reserves and mapping district
	Time: resources.
Opportunities	Threats
Government support (grants)	Ownership of assets may change
Growing momentum	Lack of knowledge/resources
Keneang representation, ranger program	Climate cycles
Expertise	Misunderstanding of ownership and stewardship
Mapping. Open source	Lack of resources
Save the black cockatoos	Apathy – can't do anything about it
No weeds	Population decline
Establish Kojonup as a biodiversity hot spot	Government policy
Pest control, cat, rabbits	Natural disasters impact.
Water catchments	
Recycling 3R's	
Ecotourism	
Education, of environment	
volunteer programs.	

NRM Key Identified Strategic Issues (Strategic Elephants)

Issue	Owner
<p>Pest & Weeds Rising - The Lack of Vermin, Pests and Weeds (noxious) controls are contributing to destroying Natural habitats and resources e.g. bridal creeper, sour sob, tagasaste, Wattyl are competing and wiping out native vegetation.</p>	TLPS
<p>Lack of Funding - Funding and resources have not been identified or committed to NRM creating a lack of resources to invest in this space.</p>	CEO
<p>The Stigma - Perception of NRM is 'green' and is seen as a threat to the region. It is turning people away from engaging and doing the right thing.</p>	CEO
<p>Climate Resilience - Climate cycles and extreme weather is not being taken seriously and will have a disruptive impact on the economy and amenity.</p>	CEO
<p>Loss of biodiversity - in corridors and road reserves is reducing fauna and increasing pests and noxious weeds accelerating the demise of native flora and fauna.</p>	MPS
<p>Sovereign Risk - changes in legislation have a material impact on the ability of the Shire to manage the sustainability of Kojonup's unique systems and will concurrently destroy value in the region.</p>	CEO

SoKO NRM Planning 2024 - 2027

List of Initiatives

SoKO NRM Key Strategic Issues & Strategies (The What)

Issue

Number 1: Pest & Weeds Rising - The Lack of Vermin, Pests and Weeds (noxious) controls are contributing to destroying Natural habitats and resources e.g. bridal creeper, sour sob, tagasaste, Wattyl are competing and wiping out native vegetation.

TLPS

Strategies

- *Originate & Apply an Impact Framework; and*
 - *Control*
 - *Renew*
 - *Protect*

1) A Vermin and Pest Control Plan to be created –

research is required to develop a pest management plan.

2) A Specific Noxious Weed Control Plan to be created -

research is required to develop a noxious weed plan

3) A Community Promotion Plan for Weeds and Pest Controls –

Promotion plan to be developed

4) XXXXX – XXXXX

5) XXXXX – XXXXX

6) XXXXX – XXXXX

SoKO NRM Key Strategic Issues

Issue

Number 2: Lack of Funding - Funding and resources have not been identified or committed to NRM creating a lack of resources to invest in this space.

Strategies

• *Develop a 'Future-Fit' Business Model.*

- *Seek*
- *Identify*
- *Apply*

- 1) XXXXX – XXXX
- 2) XXXXX - XXXX
- 3) XXXXX – XXXX
- 4) XXXXX – XXXXX
- 5) XXXXX – XXXXX
- 6) XXXXX – XXXXX

SoKO NRM Key Strategic Issues

Issue

Number 3: The Stigma and Perception of NRM and climate is 'Green' and is seen as a threat to farming and therefore turning people away from engaging and doing the right thing.

Strategies

• *Build Our Relationships through;*

- *Engagement*
- *Messaging*
- *Solutions*

- 1) **Community Engagement Plan** – an NRM stakeholder plan required to be developed
- 2) **XXXXX - XXXX**
- 3) **XXXXX – XXXX**
- 4) **XXXXX – XXXXX**
- 5) **XXXXX – XXXXX**
- 6) **XXXXX – XXXXX**

SoKO NRM Key Strategic Issues

Issue

Number 4: Climate Resilience - Climate cycles and extreme weather is not being taken seriously and will have a disruptive impact on the economy and amenity.

Strategies

- *Resilience*
- *Identify*
- *Substitute*

- 1) XXXXX – XXXX
- 2) XXXXX - XXXX
- 3) XXXXX – XXXX
- 4) XXXXX – XXXXX
- 5) XXXXX – XXXXX
- 6) XXXXX – XXXXX

SoKO NRM Key Strategic Issues

Issue

Number 5: Loss of biodiversity in corridors and road reserves is reducing fauna and increasing pests and noxious weeds accelerating the demise of native flora and fauna.

Strategies

- *Originate & Apply an Impact Framework; and*
- *Identify*
- *Renew*
- *Control*
- *Protect*

- 1) **XXXXX – XXXX**
- 2) **XXXXX - XXXX**
- 3) **XXXXX – XXXX**
- 4) **XXXXX – XXXXX**
- 5) **XXXXX – XXXXX**
- 6) **XXXXX – XXXXX**

SoKO NRM Key Strategic Issues

Issue

Number 6: Government sovereign risk is such that changes in legislation have a material impact on the ability of the Shire to manage the sustainability of Kojonup's systems and will concurrently destroy value in the region.

Strategies

• *Increase Visibility through;*

- *Research*
- *Advocacy*
- *Lobbying*

- 1) **GS Climate Alliance** – XXXX
- 2) **WALGA ZONE** - XXXX
- 3) **State Government** – XXXX
- 4) **XXXXX** – XXXXX
- 5) **XXXXX** – XXXXX
- 6) **XXXXX** – XXXXX

Critical to Success

- Timing:
 - All initiatives are interdependent
 - Need all parts to be executed to achieve results 1 – 3 years
 - Strategic Roadmap and integration with Systems Strategy required
 - Cultural Insight approach early – 1 year
 - Improved Service Delivery Immediately 3 - 6 months
- Key Success Factors:
 - Clarity of Purpose
 - Plan clearly articulated and communicated to all Team Members
 - Enablers executed in a timely fashion. Support is critical.
 - Right people and alignment in culture and values
 - Resources to undertake the task.
 - Mindset and support internally