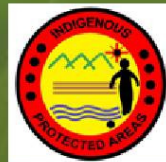




# NGUNYA JARGOON IPA

## PLAN OF MANAGEMENT

FEBRUARY 2013



NGUNYA JARGOON  
INDIGENOUS PROTECTED AREA  
PLAN OF MANAGEMENT

**February 2013**

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Also note; it is illegal to take native plants and animals without approval of the landowner and an appropriate licence from the relevant government department.

Please be advised that this document may contain images of deceased people.

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## ABBREVIATIONS

CEO	Chief Executive Officer
CLBP	Community Land and Business Plan
CMA	Catchment Management Authority
IUCN	International Union for Conservation of Nature
LALC	Local Aboriginal Land Council
NRM	Natural Resource Management
OEH	Office of Environment and Heritage
POM	Plan of Management
RFS	Rural Fire Service
TAFE	Technical and Further Education



## 1. VISION & DECLARATION INTENT

### 1.1 Vision

*We, the Goori people of Cabbage Tree Island (Nyangbuli Clan) of the Bundjalung Nation:*

*We recognise and respect our culture and country; it is our spiritual identity and our heritage.*

*This is our homeland which we value and respect.*

*We acknowledge our ancestors and the land that has been looked after since the Dreaming.*

*Now it is our cultural responsibility to reconnect, protect and respect the land.*

*We will manage, preserve and sustain the land.*

*We will keep our cultural connection to ngunya, jargoona (my land).*

*And we will pass it on for our jargums (children).*

*It is our duty.*

*It was, it is, and will always be, Goori land.*



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## 1.2 The goals of the Indigenous Protected Areas element of the Caring for our Country initiative are to:

- Support Indigenous land owners to develop, declare and manage IPAs on their lands as part of Australia's [National Reserve System](#).
- Support Indigenous interests to develop cooperative management arrangements with Government agencies managing protected areas.
- Support the integration of Indigenous ecological and cultural knowledge with contemporary protected area management practices.





## 2. IUCN CATEGORY

The Ngungu Jargoona IPA lands are assessed by the JALI Local Aboriginal Land Council Board to meet the International Union for Conservation of Nature (IUCN) category VI.

Category VI protected areas conserve ecosystems and habitats, together with associated cultural values and traditional natural resource management systems. They are generally large, with most of the area in a natural condition, where a proportion is under sustainable natural resource management and where low-level non-industrial use of natural resources compatible with nature conservation is seen as one of the main aims of the area.

### Primary objective

To protect natural ecosystems and use natural resources sustainably, when conservation and sustainable use can be mutually beneficial.

### Other objectives

- To promote sustainable use of natural resources, considering ecological, economic and social dimensions;
- To promote social and economic benefits to local communities where relevant;
- To facilitate inter-generational security for local communities' livelihoods – therefore ensuring that such livelihoods are sustainable;
- To integrate other cultural approaches, belief systems and world-views within a range of social and economic approaches to nature conservation;
- To contribute to developing and/or maintaining a more balanced relationship between humans and the rest of nature;
- To contribute to sustainable development at national, regional and local level (in the last case mainly to local communities and/or indigenous peoples depending on the protected natural resources);
- To facilitate scientific research and environmental monitoring, mainly related to the conservation and sustainable use of natural resources;
- To collaborate in the delivery of benefits to people, mostly local communities, living in or near to the designated protected area;
- To facilitate recreation and appropriate small-scale tourism.

### Statement of principles

Within category six it is envisaged that the Ngungu Jargoona IPA will support the development of four key themes. It will be a place:

- Which is healthy and protected. Where cultural and natural values exist as one.
- for education and inter generational learning.



- for work and employment and sustainable business development.
- to visit and enjoy.

## 2.1 Summary statements of significance

The Ngunya Jargoona IPA are a valuable resource for Jali members to express and develop their connection to land in a region with decreasing amounts of bushland. Many of the plants and animals are of economic and cultural significance. Throughout this plan the land of the IPA is referred to as 'Jali Lands' a title well known to the community or 'Ngunya Jargoona IPA' a name which was created for the IPA.

Within the Ngunya Jargoona IPA an intact archaeological and historic record demonstrates continued use of the lands by Aboriginal people dating back to approximately 3500bp.

The Jali lands are the largest and most significant wildlife corridors in the Lower Richmond Valley and together with the adjoining Blackwall Range and Tuckean Swamp provide a major refuge for biodiversity in an otherwise critically fragmented landscape.

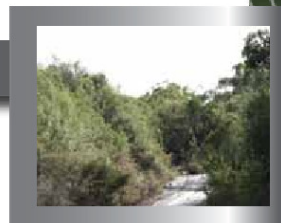
The Ngunya Jargoona IPA contains almost the entire catchment of the near-pristine Bingal Creek, the only remaining example of a near completely vegetated catchment in the Lower Richmond Valley.

The IPA is known habitat of over 38 threatened fauna species, 5 threatened flora species (out of a total of over 400 vascular plant species) and 8 endangered ecological communities.

The Jali Lands are under a number of threats including: weed and feral animal infestation; loss of biodiversity from inappropriate fire regimes; changes to soil and water health from nearby developments; climate change related sea level rise; and illegal use including rubbish dumping and logging.



**Map 1.** Aerial photo showing the location of Ngunya Jargoona IPA, near Wardell on the Richmond River.



### 3. OUR TRACKS – THE STORY OF THIS PLAN

The Jali Lands are owned and managed by the Jali Local Aboriginal Land Council. While the IPA is a new concept, Jali people have been living on and using the land for many years. The path to declaring the Jali Lands (Wardell and Lumleys lane) as Ngunya Jargoona IPA is built on a foundation of community appreciation for the area. Prior to entering the IPA program community members lived at the old shack. Elders who live at Cabbage Tree Island remember walking through, and hunting on the Jali Lands. Several community members continue to live on two residential areas within the lands. In recent years the Mibinj Green Team with Marcus Ferguson has undertaken extensive, training, rubbish collecting, cultural site recording, revegetation and fencing. At last count 65 car bodies, 7 tonnes of rubbish and 80 fridges were removed from illegal dumpsites. Work on the Jali lands to date has also been underpinned by the formation of excellent relationships with agencies in the region who, inspired by local leadership to look after the land, have lent their support. These agencies include OEH, RFS, EnviTE, CMA, Ballina Shire Council, Wetland Care and TAFE. This work is the foundation on which the IPA will be built.

The path to making this plan was initiated by the JALI LALC board and has included discussion with the community, stakeholders, elders, Jali LALC, Mibinj Green Team and Bundjalung Elders. The following activities comprised the consultations:

- Three community open days were conducted, one each on Cabbage Tree Island, Ballina (at JALI LALC Office) and at 'The Shack' area on the Wardell Lumleys Lane block. Two of these open days were accompanied by a mail out to 260 members of the land council.
- An information flyer about the IPA program and a letter seeking input were mailed to 260+ members.
- Production of a resource manual to support consultation.
- Presentation and discussion of the IPA proposal to two JALI LALC Board meetings.
- Three IPA Consultation Phase Reference Group Meetings.
- A presentation to the Bundjalung Elders Group.
- A poster competition with local primary schools to create a logo.
- Meetings with stakeholder agencies.

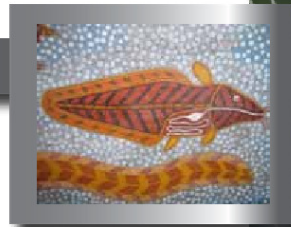
The main issues covered during the consultation and planning phase included:

- Gazetting of land and tenure.
- Ongoing concern for the health of the land – e.g. vision from Community Land and Business Plan or statements from elders.
- Involvement of the board to date and previous board resolutions and commitments to IPA declaration.
- Involvement and outcomes of the Green Team work projects to date.
- Identification and consultation with stakeholders and successes there to date.

- History of consultations and community meetings and other important aspects of the planning process.
- Pictures of Green Team projects and values/threats on the Lands.
- Development- through participative planning- of a land use maps for the lands.



Figure 1 Community open day at the Shack



## 4. JALI LALC LANDS- OUR VALUES

### 4.1 Cultural Values

The Ngunya Jargoona IPA land includes many cultural values that are significant to Bundjalung people. While separated in this plan these values are understood as being linked with ecological, social and economic values which together make up a person's *Jargun* (country). The Jali Lands are the traditional country of people belonging to the Bundjalung language group. The Lands are significant to Bundjalung people of Ballina and Cabbage Tree Island in particular people of the Nyangbal clan group. (A. Moran in Edwards 2008).

As an island in an otherwise cleared landscape, the Jali Lands represent what the Wardell and Baggotville areas would have been like for Bundjalung people prior to colonisation. In historical contexts the Jali lands were a pathway through which people travelled from coast in the east to the hills in the west (M Ferguson 2012 pers. comm) in accordance with their seasonal patterns of movement. The great diversity of vegetation types provides a rich variety of traditional resources.

*"they used to get a lot of sand goannas around. They used to get them. And the carpet snake... They use the goanna oil, when they got the goanna... get all the fat out of them, use it for rubbing oil... they used to rub themselves with it, the old fellas, they'd be shined up."*

Uncle Lewis Cook (cited in Edwards 2008).

Several iconic species occur on the lands that have particular cultural value. The local green team is called *Mibinj* which means 'big eagle'. These birds live along the culturally significant Bingal Creek and forage over the area of the IPA. Elders remember walking on the Jali Lands and collecting Christmas bells which only flower at certain times. The community as a whole takes great pride in their population of endangered potoroos. The Jali Lands are also places that Bundjalung people call home - a community lived at the "shack" in the 1980's and although excluded from the IPA several residential houses are located at Lumleys Lane and Old Bagotville Road.

The dominant vegetation through the middle of the IPA is heath land both dry and wet as well perennial reed beds. Swamp wallabies are plentiful in the heath land and in the heathy woodland koalas (which are called *Boorabee*) can be found. The wet heath contains a number of tea tree plants that are used as a medicinal plant (Edwards 2008:19) but the dominant plant is the heath leaved banksia (*Banksia ericifolia subsp. macrantha*). Elders remember using the nectar of this plant as a sweetener. The nectar would be shaken off the flower into the hand or mixed with water.

Heath leaved banksia is killed by fire but importantly it can only be regenerated by fire which releases the stored seed in its cone. If the landscape is not burned these banksia die out after 20- 30 years and the heath reverts to woodland. Bundjalung people value the traditional role of fire in the management of the IPA. Swamps and heath that only burn in small areas each season are well suited to traditional patch burning styles. This creates a mosaic of burnt and unburnt areas that provide refuges for animals and encourages biodiversity. The Mibinj Green Team has begun reinstating this important traditional practice in partnership with the RFS and are seeking to become fully trained in burning practices.

In the dryer heath land on sandy soils there are a range of traditional plant foods including bush fruits such as heaths, Geebungs (*Persoonia spp.*), Fiver Corners (*Stephelia viridis*) and Sour Currents (*Leptomeria acida*).

Grass Trees are also found in the dryer heath land parts of the IPA. These plants historically supplied resin for glue and timber for fire sticks. Some of the large grass trees on the eastern side of the IPA are dying and people are keen to preserve this iconic cultural species (see cultural use map). One possible cause for the dying off is inappropriate fire, another is a nearby irrigation ditch. Where the heath land tends to woodland, larger trees such as gums and turpentine would have provided timber for traditional uses such as coolamons and boomerangs. The understory support popular bush tucker such midjim berry (*Austromyrtus dulcis*), native raspberry (*Rubus spp.*) and the introduced Gooseberry (*Physalis spp.*). Traditional animal resources include the koala, *Boorabee*, and the short beaked echidna, *Buninji*.

*"The bark trees we used them for coolamons. Water carriers and baskets and things like that"*

Uncle Lewis Cook (cited in Edwards 2008).

Across the IPA are low lying areas that can be flooded for extended periods. Broad-leaf paperbark (*Melaleuca quinquinervia*) grow prolifically and during flood times lagoons are filled with water lilies. Unless drained this kind of country was ignored by early settlers but Bundjalung people recognise its value for cleaning and filtering water before it runs into Bingil Creek and also as a place that is full of traditional food resources. The bark of paperbark trees is used to wrap food before cook or as a bandage (Edwards 2008:23).



Figure 2 Mibinj Green Team Burning with the RFS

Copyright Marcus Ferguson



Banksia Image courtesy of <http://www.waratahsoftware.com.au>

The sandy areas of the IPA are an ideal habitat for various reptiles. These animals were an important part of the Bundjalung traditional diet.

Bundjalung speaker and teacher Ricky Cook states that all snakes can be called *gabul*. Non-venomous snakes are called *yambah* and venomous species *ngoyambar*.

The lands also display a diverse array of cultural artefacts, particularly along the barrier dunes on the eastern side of the IPA. Heritage surveys and land care work have recorded stone axes, flake tools, cores and charcoal. Midden deposits exist on the Pleistocene dunal systems. It is also highly significant that the Jali lands and country directly adjacent contains the highest concentration of scar trees in the lower Richmond valley.

Part of the archaeological significance is that most of the IPA has never been developed or damaged and therefore a full archaeological record is still accessible which displays precontact economies from the holocene period. The middens are also valuable in terms of contrasting a coastal environment with nearby estuarine middens such as those at North Creek.

*"Everything is there, under the ground"*

Marcus Ferguson 2012.

Some areas of the lands, such as lower Bingal Creek are culturally sensitive areas and are to be avoided. Local people place a high value of the lands and view it as a significant cultural asset through which to practice and learn about their culture. Part of the vision for the IPA is for the lands to be a teaching resource about culture and land.



Figure 3 Red Bellied Black Snake  
Copyright Marcus Ferguson

*"Always listening to our Elders. It's not the same any more. Nowadays the kids are bored and getting into trouble all the time. There's no one around to teach them the old ways. I can remember when I was young we'd sit and listen to the old people. We'd learn about the things they used to do."*

Isabel Bolt in Aboriginal Women's Heritage; Cabbage Tree Island 2007.

The green teams have already begun this process and future plans for an outdoor learning space and a series of walking tracks are seen as key activities to build on this vision (See 6.1 Community Use Map).

## 4.2 Ecological values.

*"The area studied, is an exceptionally important and diverse landscape with a particularly high biodiversity evident in the subtropical, warm-temperate rainforests and palm forests, swamp sclerophyll forests, tall open Eucalypt forests, woodlands, mallees, freshwater wetlands and diverse other structural forms and associations noted. The flora is of regional, State and National significance and has highly significant biological and geophysical function."* (Forest, 2009).



Figure 4 Scar Tree  
Copyright Marcus Ferguson

The Ngunya Jargoona IPA contains many diverse native habitat and vegetation communities; there are 31 distinct vegetation communities and at least 405 native species.

The land includes quaternary landscapes extending from the estuaries of the Richmond River and Bingal Creek near Wardell to the Holocene and Pleistocene sandmasses north, west and south of Wardell, relatively fertile alluvial sediments derived from the Blackwall Range and the bedrock foothills of the Blackwall Range. Large areas of acid sulfate soil exist across the Richmond floodplain and the catchment of Bingal Creek within the Jali lands (Graham and Morrison 2009).

*The Jali lands contain almost the entire catchment of the near-pristine Bingal Creek, the only remaining example of a near completely vegetated catchment in the Lower Richmond Valley. This catchment is of immense value as a reference or benchmark site from which to understand the ecosystem and physical processes that once existed across the Lower Richmond catchment, a catchment widely recognised as the most heavily impacted and critically fragmented of any of the major catchments in northern NSW (Graham and Morrison 2009:8).*



Other particular ecological values of significance are:

- the last remaining large area of native vegetation on the lower Richmond floodplain,
- an integral regional corridor for wildlife on the Lower Richmond floodplain- connecting the Blackwall Range and Tuckean Swamp (See Map 1, c.f. Scotts 2003),
- a critical biodiversity refuge for species from surrounding agricultural, urban and infrastructure development, and
- the largest tract of intact native forest within the Ballina Shire.

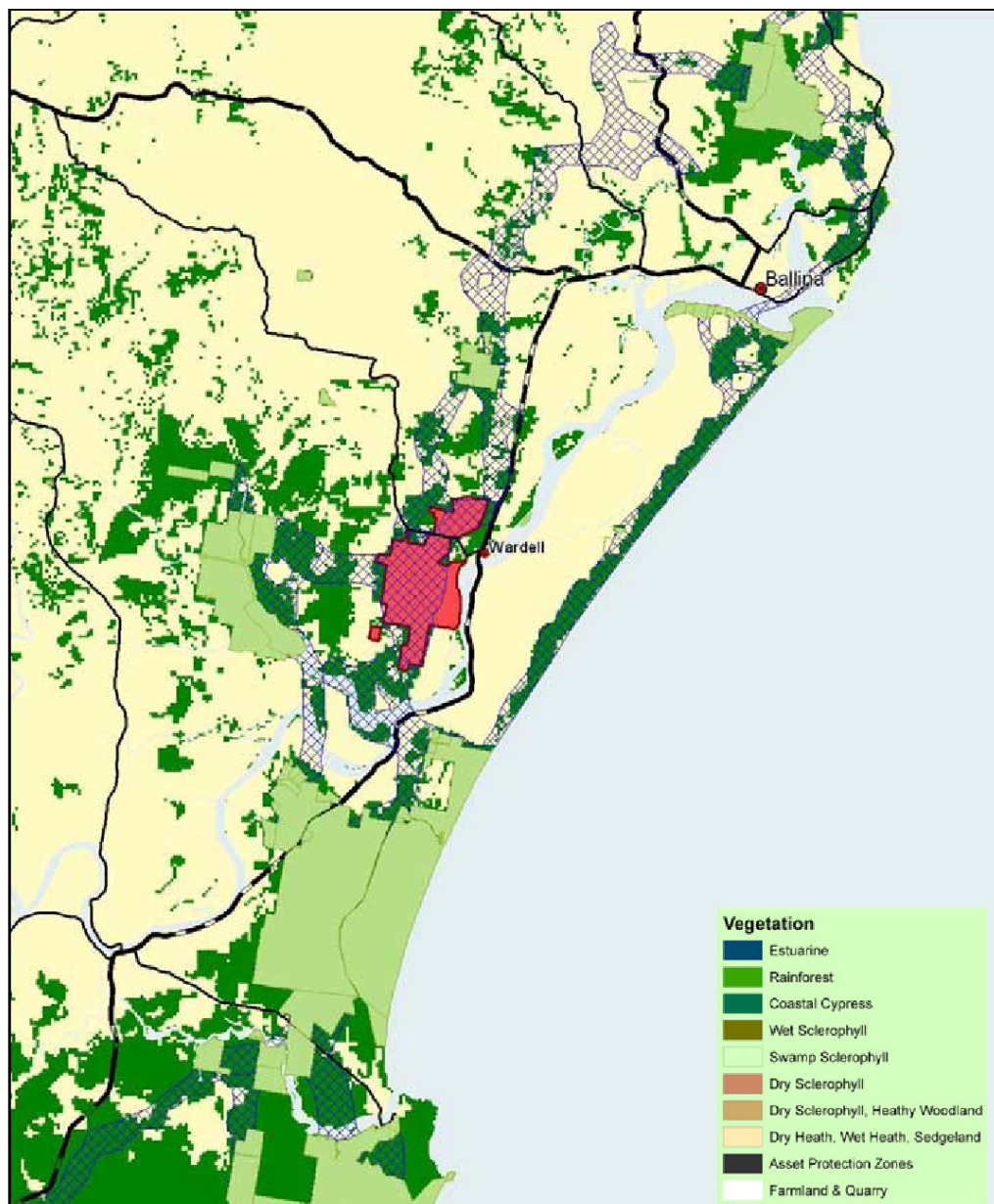
The Ngunya Jargoona IPA contains a nationally significant assemblage of biodiversity that includes:

- the known habitat of over 38 threatened fauna species;
- 5 threatened flora species (out of a total of over 400 vascular plant species);
- 8 endangered ecological communities; and
- a minimum of 31 vegetation communities (structural/floristic vegetation associations) including 3 vegetation communities unique to the Jali Lands.



Figure 5 Long Nosed Potoroo.  
Captured on Green Team Wildlife Camera





Map 2. Wildlife Corridors Connecting Jali Lands



## 5. WHAT'S IMPORTANT TO US – OUR ASPIRATIONS

Management plan consultations identified four community aspirations for the use of the land.

### 1. Be a place which is healthy and protected.

The most commonly recurring theme during consultation. Bundjalung people consulted share a common desire to restore the area of Jali Lands declared as an IPA to health and maintain its integrity. The word 'health' is used in the Indigenous sense to include natural and cultural values. There are many well formed ideas (particularly from the Green Team) about what NRM work is required to achieve this goal. Much work has already been accomplished.

### 2. Be a place for education.

A strong theme was identified in which the IPA area should be a basis for education. That is, the education of children in the ecology of the land and the cultural landscape; and the education of adults who are working on the Jali Lands, or who might come as visitors.

### 3. Be a place for work and employment.

The Green Team are already working on the IPA area in various capacities, either through their training providers (eg. TAFE) or stakeholders (e.g. Wetland Care). There is a strong desire that this work should continue. There are also emerging ideas for cultural tourism, camping and nature trails/boardwalks.

### 4. Be a place to visit and enjoy.

The Jali Lands were used frequently in the past as a camping and meeting places and people would like to see it appreciated again in this regard. Some strategies have been put forward to achieve this such as open days and camping infrastructure. The process of IPA consultations has been successful in catalysing people to visit the lands again.

## 6. WHAT CONCERNS US & OUR PARTNERS: MANAGEMENT ISSUES

### Land and Culture

#### *Natural and Cultural Resource Management*

Fire  
 Rubbish  
 Illegal access  
 Threatened Species & Ecological Communities  
 Weeds  
 Revegetation  
 Nearby Development threats  
 Pest animals  
 Aboriginal sites and places

### Socio-Economic

#### *Training and Education*

Natural Resource Management training  
 Sharing knowledge within the community  
 Securing training resources  
 Cultural training and research  
 Infrastructure for on-country education

#### *Employment and investment*

Cultural and ecotourism  
 Investment & funding  
 Employment for the Green Team

#### *Community Use*

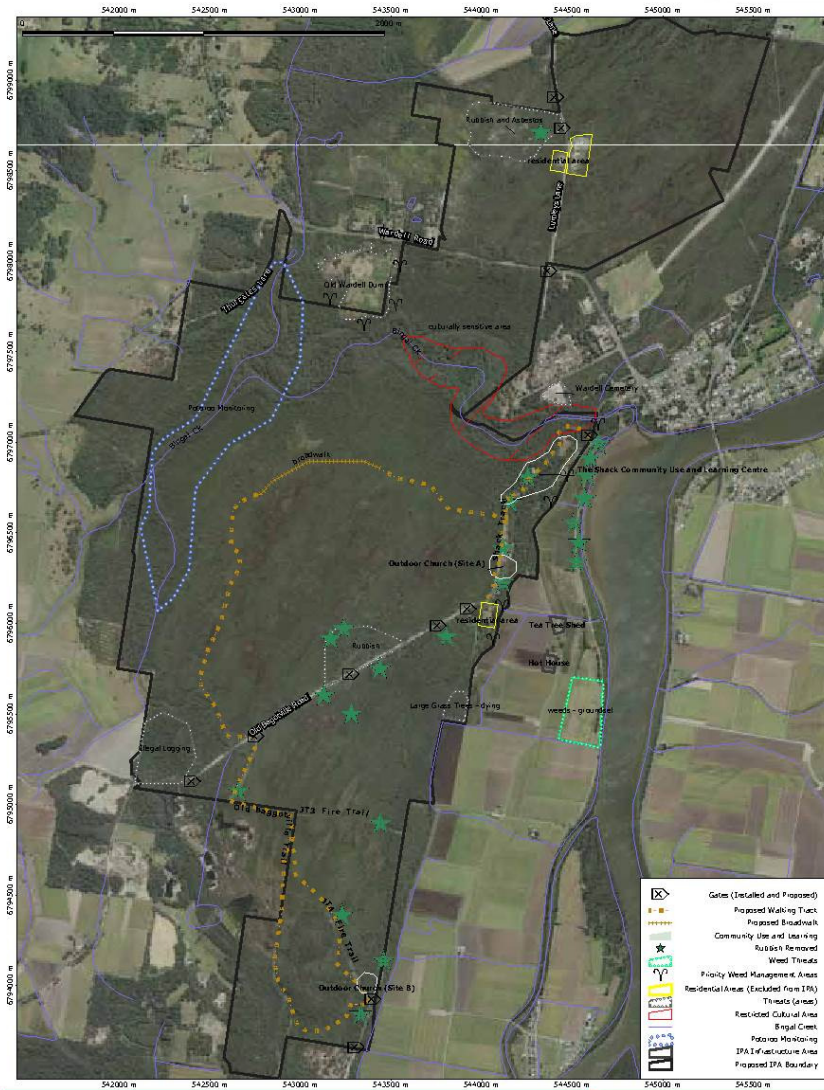
Recreation infrastructure  
 Facilitate community use

#### *Operational Capacity*

Governance  
 Infrastructure and Assets  
 Policies and Standard operating procedures



## 6.1 Community Use Map



**Jali IPA - Community Use Map  
Access and Priority Issues**

Australian Geospatial 1994 (GD094)  
 Scale: 1:55,311 m  
 Miles Holmes Consulting Anthropologist  
 Tim B.J. Heritage Management and Planning  
 19/12/2011  
 milesholmes@telstra.net

Map 3. Jali IPA Community use



## 7. HOW WE OPERATE: GOVERNANCE

### 7.1 IPA Governance Objectives of Jali Board

Facilitate protection and conservation of Aboriginal culture and heritage.

Set out terms and frameworks for a cooperative approach and working relationships between Jali LALC and stakeholders so parties can fulfil their legal and moral obligations.

Set out terms of reference within which Jali LALC can work together to implement procedures and allow Jali LALC to have proper and meaningful input into all decisions in relation to Aboriginal culture and heritage.

Review the vision each planning cycle so that it appropriately represents the current needs of the project.

To ensure all outcomes and targets are in line with the Community Land and Business Plan and are consistent with the NSW Aboriginal Land Rights Act.

#### JALI LALC BOARD FUNCTIONS

##### *Roles and Responsibilities*

Primary decision making for all aspects of the project.  
 IPA performance evaluation and reporting including financials and funding acquittals.  
 Represent the interests of the community. Keep community members informed and provide them opportunities for input.  
 Day to day operations of the IPA through employment of staff and contractors.  
 Develop and maintain relationships with stakeholders.

##### *Primary Functions*

Provide direction.  
 Work in partnership with stakeholders and provide support and direction to them.  
 Project evaluation and reporting.  
 Facilitate engagement between stakeholders and community members.  
 IPA operations through working group.

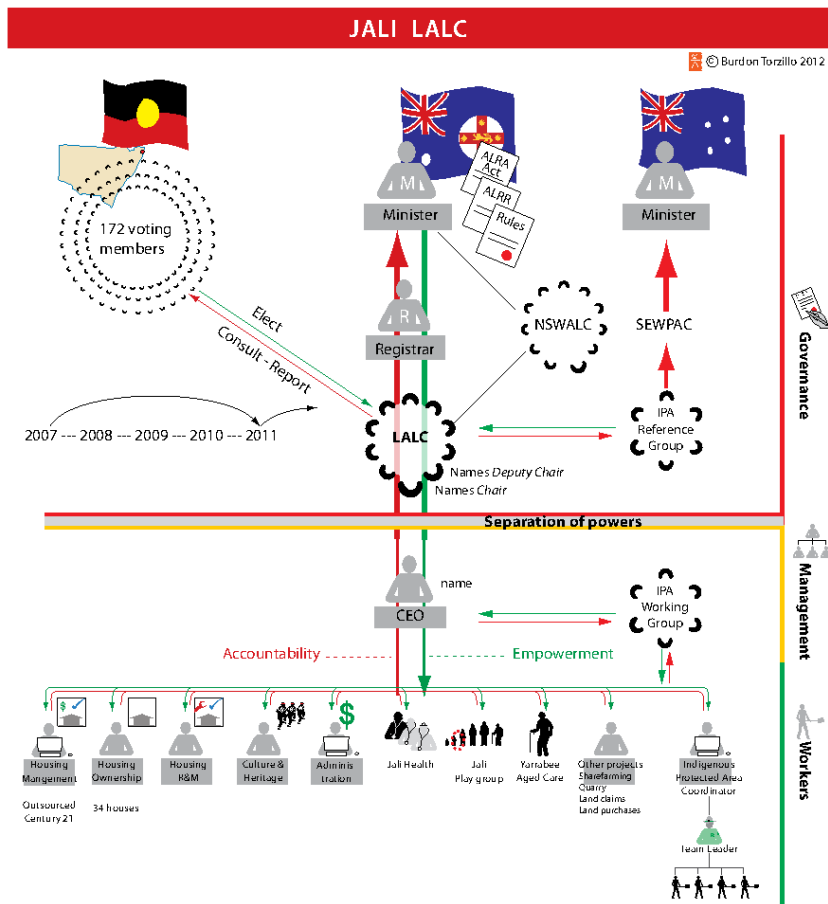
### The governance structure of the IPA can be summarised as:

- Ownership and decision making by the JALI LALC Board who is the statutory owner of the land.
- Delegation to an IPA working group for monitoring; operational and staffing decisions; implementation of the Plan of Management and operational budgets. The working group will include at least one external technical position and representatives of other organisations if/as required. It will also include 2 board members, the CEO, Team Leader, and a Green Team worker.
- An IPA advisory committee to provide external technical and policy advice to the JALI Board. This group is required to include the IPA project manager, LALC Board Chair person, relevant state conservation agency and other organisations with an interest in the activity who may be invited to attend meetings with the prior approval for the organisation. The committee will meet once a year as a minimum.
- Operational management of IPA projects by the JALI CEO and/or IPA Coordinator/Project Officer or Senior Ranger. Expenditure of funds, contract arrangements and employment will be the responsibility of the CEO.



- The IPA working group will aim to meet bi-monthly - or as required - to provide guidance to operations and provide a link to the JALI Board with respect to monitoring, budget allocations, expenditure, and decision making on issues and initiatives outside of the Plan of Management.
- JALI LALC has a strong governance policy which ensures a separation of power between Board members (Decision Making) and Staff (Operations). All people involved in the IPA are obligated to operate under any JALI Codes of Conduct and Policies.
- A MERI (Monitoring, Evaluation, Review and Implementation) Plan will be used to ensure the success of the IPA project. The initial priorities of the MERI Plan are to continue the work that the Green Team has been undertaking over recent years. There is a strong desire to acknowledge the achievements of the Green Team to date and to maintain a 'business as usual' approach until staff capacity increases over the first few years.

## 7.2 Governance Map



### 7.3 Working Group Terms of Reference

#### Membership of the IPA working group shall consist of:

At least two self nominated Jali Board Members; Jali CEO or IPA Coordinator/Project Officer; Senior Green Team member; Green Team members on a rotating basis.

An external position to provide technical and management advice in protected area management will be identified to sit on the working group. Representatives of key organisations may be invited to attend as required/appropriate to develop and implement specific projects.

The JALI Board has passed a resolution supporting the IPA, and is the landowning signatory to the IPA Funding agreement. The IPA working group is delegated to undertake projects outlined within the Plan of Management and as directed by any resolutions of the Jali Board. All proposals and projects relating to the IPA which are not set out in the Plan or a Board resolution need to be directed to the JALI Board.

The conduct of all employees, contractors and users on the IPA are bound by the rules of JALI LALC, as determined by the JALI Board and set out in the Jali LALC Code of Conduct. The JALI Board will put in place as many policies as required to ensure the safety and well being of users, staff and contractors on the IPA. The Code of Conduct and operations policies will be made available through the Jali CEO.

The working group will report regularly to the Jali board, through the two Board members, with updates on financial matters, timelines for actions requiring Board consideration and general implementation of IPA projects.

The Jali Board will dedicate at least one meeting per year to evaluation of the IPA and to consider strategic directions and issues affecting the overall values of the Land and to undertaking an on-site visit with the working group to discuss IPA operational issues.

### 7.4 Starting and Growing the IPA

#### What is critical for success?

**Focus on priority land management projects.**

“Build on current land management work and do the things we are already doing well.”

**Indigenous community engagement.**

“Get our people onto the IPA and good stories out into the community.”

**Workforce Development.**

“Build the Green Team and a create a place people want to work in.”

**Infrastructure and equipment.**

“Make sure there are tools and assets to get the jobs done.”

**Stakeholder engagement.**

“Build confidence and networks to keep resources coming in.”

**Compliance and Governance**

“Make the IPA sustainable by investing in working groups and planning.”



## 8. WHAT WE WILL DO: MANAGEMENT OBJECTIVES

Strategies and actions against the five major management issues in section 6.0.

### 8.1 Cultural and Natural Resource Management

#### 1. Fire Management (refer to Fire Management Plan)

- Exclude burning and create buffers around estuary (LMZ1) and Bingal Creek (LMZ2).
- Target controlled burns of the Central Heath (LMZ5) and Wardell Road South area (LMZ7).
- Target controlled burns around mature banksias and grass tree communities.
- Consider and plan for fire containment/control lines through central section of IPA.

#### 2. Illegal rubbish dumping

- Prioritise rubbish removal at Lumleys Lane and within the central IPA.
- Install gates and fencing at key access points.
- Install illegal dumping warning signs.
- Work with appropriate stakeholders to remove asbestos dumped within the IPA.

#### 3. Manage Access

- Install fences and gates at key access points across the IPA.
- Install appropriate access signage.
- Contact neighbours and raise awareness of illegal access issues on the IPA.
- Survey boundaries of the IPA and Jali owned lands.
- Build awareness amongst community and neighbours of IPA boundaries.
- Identify options to increase access to the western section of the IPA.

#### 4. Threatened Species and Ecological Communities.

- Establish Threatened Species Recovery Strategy.
- Make nesting boxes for threatened species.
- Continue remote camera monitoring for threatened species.
- Continue relationships with OEH in relation to potoroo monitoring.

#### 5. Manage Weeds

- Manage Groundsel bush on neighbouring land.
- Begin weed control in zone two (moderate infestation) working towards the heavier infestations in zone three. (See Jali Lands Property Plan).
- Undertake photo monitoring of weed infestations.



**6. Revegetation**

- Source plastic for the existing greenhouse/igloo for seed propagation.
- Identify and collect native seeds for regeneration programs.
- Stabilise and monitor the old sand quarry.

**7. Development threats**

- Investigate and monitor impacts of cane farm drainage on plant communities (such as grasstrees) in the IPA.
- Test and then monitor run-off from Wardell Dump into Bingal Creek.
- Investigate and monitor run-off from the proposed Pacific Highway upgrade.

**8. Feral Animals**

- Implement monitoring and eradication program for Cane Toads with NPWS and other stakeholders.
- Create feral species management strategy for feral cats, dogs and foxes.

**9. Aboriginal Sites and Places**

- Manage all works around Bingal Creek Graves.
- Identify a museum or repository for artefact storage as required.
- Create and continually update a cultural use map to assist with IPA management.
- Manage heritage sites on the IPA.
- Source cultural mapping information from Ballina Shire Council.
- Manage and protect scar trees.

**10. Create Baseline Monitoring Data**

- Build on threatened species data
- Establish principles for monitoring of ecological information
- Build on monitoring of fire management.



Figure 6 Undertaking revegetation



## 8.2 Training and Education.

### 1. Natural Resource Management training

- Complete fire training necessary to undertake independent controlled burns.
- Complete earthmoving and small machinery training.
- Identify and undertake appropriate training for Threatened Species surveys.
- Identify and complete training programs with Wollongbar TAFE and EnvITE.
- Develop education infrastructure such as outdoor learning centre.

### 2. Sharing knowledge within the community

- Show other communities the IPA and share information about NRM management on Aboriginal Lands.
- Develop interpretive signs for use by local schools.
- Produce a regular IPA newsletter.

### 3. Secure training resources

- Investigate options to utilize the shed and greenhouse as a training venue.
- Investigate funding options for training materials and equipment.
- Identify and develop an outdoor training area.
- Develop a trail network to facilitate on-site training.

### 4. Cultural training and research

- Identify and implement a traditional language training program.
- Develop and complete a bush-tucker survey.
- Develop a mentoring program and show young people around the IPA to transfer cultural knowledge.
- Implement a cultural training program with Green Team members and an appropriate training provider.
- Undertake an audit of cultural materials and information held by stakeholders and consider repatriation and storage needs.
- Hold cultural camps for local schools on the IPA.
- Develop cultural information for local schools that can be used within the classroom.
- Record oral histories relating to use of the IPA land.

## 8.3 Employment and Investment

### 1. Cultural and Eco-Tourism

- Develop infrastructure for cross cultural training/workshops.
- Develop cultural guiding skills within the Green Team.
- Undertake cultural tours and workshops.
- Consider tourism links and opportunities with the Lennox block.

### 2. Investment and funding

- Identify and develop projects with the Great Eastern Ranges program.
- Identify and develop projects with DEEWR.
- Identify and develop projects other stakeholders.

### 3. Employment for the Green Team.

- Use the IPA to develop enterprise capacity to seed contract work for Green Teams.
- Develop work opportunities on the Jali Lands through IPA and Caring for country funding.

## 8.4 Community Use

### 1. Recreation infrastructure

- Construct facilities for a community meeting place/day use area on country (The Old Shack).
- Construct facilities for eco-camping on the IPA.
- Construct an area for outdoor church and funeral services.

### 2. Facilitate community use

- Organise a yearly cultural festival on the IPA.
- Organise regular Elders group and school group visits to the IPA.

## 8.5 Operational capacity

### 1. Governance

- Governance training for Green Team, working group and support staff.
- Hire administrative support.
- Conduct a compliance audit of legislative requirements.
- Legislative Compliance – audit legislative requirements for IPA work.

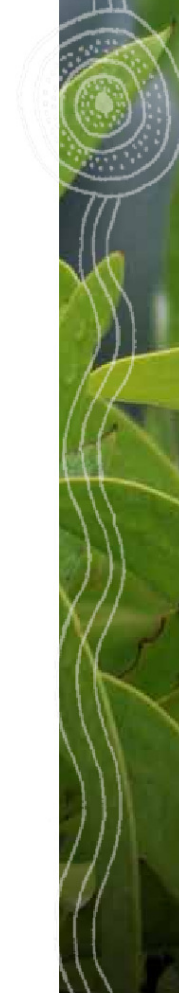


**2. Infrastructure and assets**

- Provide storage and office space for IPA activities.
- Provide equipment and tools for on-ground project work.
- develop and maintain a register of assets.

**3. Policies and Standard operating procedures**

- Source and maintain policies and operating procedures. Eg, OH&S, Training registers, emergency response forms, training register etc.
- Establish and monitor financial delegations.
- Develop workforce knowledge of NRM policy through training or conferences.



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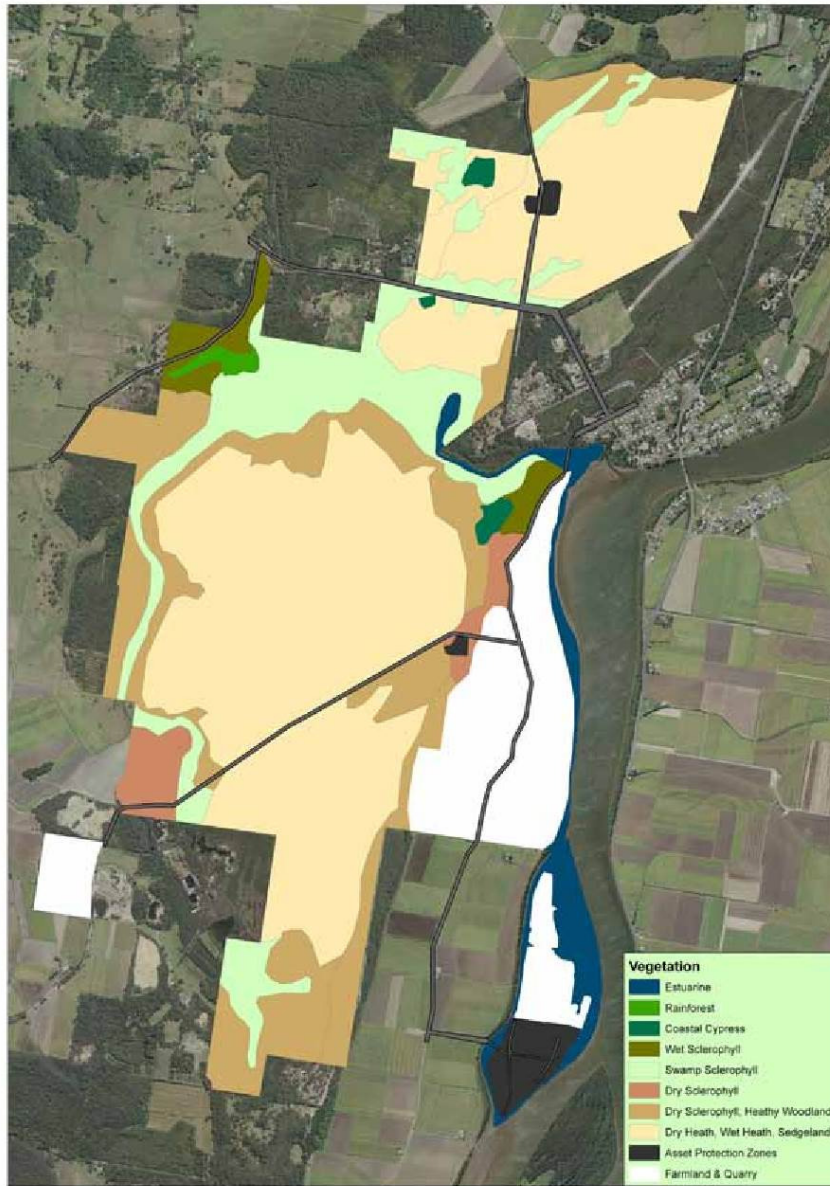
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## 10. APPENDIXES

### 10.1 Vegetation Map



Map 4. From Hot Spots Fire Plan

## 11. MERI – MONITORING AND EVALUATION

### 11.1 Learning From What We Do – MERI Plan

All Declared IPAs have a responsibility as part of their funding agreements to monitor performance, consistent with the Monitoring, Evaluation, Reporting and Improvement Plan (MERI). MERI plans for IPA plans may be adapted to suit local community requirements.

Monitoring requires choosing a simple set of indicators that measure the extent to which the strategies in the plan of management are being achieved. These include actions on the ground but also our governance and financial arrangements. Evaluation is considering whether the actions and work we are doing is fulfilling our vision for the land. Reporting is the process of sharing information with our board, the community, our stakeholders and Government. Improvement is learning from what we are doing. An information management system with GIS capabilities should be established and utilized. The IPA section is also introducing a cyber-tracker interface in which training will be required.

The Jali Board and IPA planning team feel that the following MERI plan is achievable during the FIRST year of operation. This MERI will be revised in the second year.

### 11.2 People behind the MERI Plan

Monitoring will occur on a daily basis through the green team's daily work sheets and work plans. Monthly or bi-monthly working group meetings will review the period's work and provide evaluation as appropriate. Once a year the LALC board will devote a meeting to evaluating the performance of the IPA. These meetings will be scheduled at the end of the calendar year. It is also necessary to monitor community feedback and aspirations for the IPA. This will happen informally through community open days and elders groups visits but should also occur formally through an annual community focus group.

A budget line will be allocated to these MERI activities in the IPA management plan.

Table One sets out proposed obligations for monitoring and evaluations and suggests the tools or forms through which that monitoring may occur.

Table Two sets out those areas which the IPA has capacity to monitor in the initial 12 months.

Table 1 Monitoring and Evaluation Roles

Who	Monitoring/Evaluation role	Report To	Documents, forms etc to assist with monitoring
<i>Green Team</i>	Monitor and record weekly work activities outlined in MERI	Coordinator	Work diary, work plan, site report, SWIMs, Map, IPA Cybertracker
	Monitor and Record general observations about land		Notebook/ Verbal to co-coordinator, Photographic, Map, IPA Cybertracker
<i>Coordinator/CEO</i>	Collate work summaries. Monitor Financial information	Working Group	Monthly Report, Map, Accountant's report
	Monitor employment levels and training outcomes		Training register Timesheets
	Monitor grants and contacts		Grant register
<i>Working Group</i>	Monitor meetings	Board	Minutes
	Evaluate operational achievements as per MERI		MERI Plan
	Document critical issues and threats		minutes
	Report to board		Board reporting template
<i>Board</i>	Evaluate overall progress of project against management strategies	Canberra	MERI Plan
	Approve bi-yearly IPA reporting to government		IPA reporting template
<i>Monitoring Contractors/ Consultants</i>	Socio-economical and ecological monitoring as required	Working Group/Board	Reports
	Collate and analyse minutes, work reports, etc	Working Group/Board	Reports
	Annual update of MERI plan as required	Board	Reports
<i>Community Focus Group Groups</i>	Provide community feedback on IPA	Coordinator	Verbal, Minutes
	Update community aspirations		



Table 2 Project Monitoring and Evaluation Plan

What does success look like?	Monitoring Questions	Quantitative Goals	Evaluation
<b>Fire</b>			
Habitat within fire threshold	Were any fire projects undertaken?	One collaborative burn on the property	The status of fire sensitivity species/habitats is stable.
<i>Plan B – Other things we could try: Promotion of fire risks and neighbour/community information.</i>			
Community capacity to participate in fire management	Were there any incidents relating to fire?		Fire training was adequate for the activities undertaken.
<i>Plan B – Other things we could try: Fire research and forecast monitoring</i>			
	HA under fire management Number of work days related to fire?		Stakeholder confidence is improving.
<i>Plan B – Other things we could try: Investment in assets and firebreaks.</i>			
<b>Community Use</b>			
Community using the IPA in a positive way	Did any community visit the IPA privately or as part of organized IPA activity?	One Community open day.	What was community feedback?
<i>Plan B – Other things we could try: Promotion and awareness campaign.</i>			
IPA has staff and infrastructure to support community use	How many work days allocated to support community use?		Does community use infrastructure meet community needs?
<i>Plan B – Other things we could try: Key/access register</i>			
<b>Rubbish</b>			
The IPA is free of rubbish and not a place for illegal dumping.	Have there been any new instances of illegal dumping?		Extent to which illegal rubbish is a factor impacting on other activities on the IPA (prescribed burns, tourism, etc.)
<i>Plan B – Other things we could try: Community awareness campaign.</i>			
	No of tonnes of rubbish removed / or number of HA of land under rubbish control Number of workdays allocated to rubbish removal and management?	One major rubbish removal project.	
<i>Plan B – Other things we could try: Compliance program with BSC.</i>			

**Illegal Access**

Use of the IPA is managed in accordance with the Board's approved plans.	Have there been instances of illegal access or areas of ongoing illegal use?	Extent to which illegal access impacts upon IPA activities.
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*Plan B – Other things we could try: Community awareness campaign.*

Number of days allocated to illegal access management or compliance.	Illegal access is managed in a cost efficient manner.
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*Plan B – Other things we could try: Compliance program with BSC.*

Amount of fencing, gates and signs	All priority areas surveyed and fenced (i.e. areas required to prohibit illegal dumping)
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**TSC & ECC**

TS and ECCs exist within the IPA with no significant or controllable external threats.	Have there been any significant new threats to TS or ECCs?	IPA meets all requirements under TSCA and recovery plans.
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*Plan B – Other things we could try: Amendment of plan to consider management aspirations and new funding opportunities.*

Results of TS monitoring program?	Threatened species monitoring program established with OEH
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The Ecological values of the IPA are recognised more broadly.	Number of work days allocated to TS and ECC management?	Community awareness of TS and ECC values are high.
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*Plan B – Other things we could try: Investment in TS & ECC research and monitoring.*

**Governance**

Staff and Board members working effectively together to achieve the vision of the IPA.	Have working group meetings been scheduled, attended and minutes/resolutions recorded?	4 Working group meetings per year. 1 board meeting devoted to IPA review.	Staff and JALI Board/Members are cooperating to develop the IPA.
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*Plan B – Other things we could try: Review Governance and Organisational structure.*

JALI LALC is not at risk as a result of work on the IPA.	Have any new policies been developed, trialled or identified as needing review?	The IPA is financially viable/cash positive.
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*Plan B – Other things we could try: Seek external support through training and mentoring.*

Has expenditure been within budget and delegation?

Policies and practices are in place to ensure operation of the IPA.

*Plan B – Other things we could try: Consider reporting requirements and consider changes to reporting arrangements/ processes if possible.*

Are funding grants up to date- ie acquittals, reports and invoicing?

Number of days allocated to Governance?

### **N&CR Training**

Members of the community continually developing skills to care for country.

What Training was conducted?

2 training events for green team or admin staff. Attendance at one IPA related meeting or conference

The number of available community members for employment on the IPA?

*Plan B – Other things we could try: Pre-training/ vocational training and mentoring.*

A strong community workforce undertaking best practice work standards.

Number of training days completed?

Was the training provided appropriate and targeted towards future employment opportunities on the IPA?

*Plan B – Other things we could try: Home/community support programs for trainees to increase training effectiveness.*

Were there any incidents (either OH&S or non- best practice N&CRM) which could have been avoided through training?

*Plan B – Other things we could try: Reviews of individual suitability and aspirations for training.*

### **Weeds**

Ecological systems that function normally ,e.g. natural regeneration/ replacement and fire regimes.

What is the area of land where weeds have been removed using best standard practices?

2 Priority weed area under regular maintenance

Effective removal of weeds and replacement by native species?

*Plan B – Other things we could try: Investment in new technologies or tools to increase weed management effort/ efficiency.*

Number of days allocated to weed management?

Instances of new weed outbreaks or significant expansion of existing weed populations.

*Plan B – Other things we could try: Research to identify external or environmental contributors to weed expansion.*

**Feral animals**

Ecological systems that function normally and sustainably.	How many feral animals have been removed from the IPA?	Discussion begun on feral animal management strategy	Increases in native species vulnerable to feral animals.
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*Plan B – Other things we could try: Investment in new technologies or tools to manage feral animals.*

Number of days allocated to feral animal management?	Sightings or evidence of new feral animals establishing on the IPA
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*Plan B – Other things we could try: Research to identify external or environmental contributors to feral animal populations.*

