



# Tamar NRM

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**Strategic Plan**  
**2022-2030**

# About

Tamar NRM is a community-based organisation located in the Tamar Valley region of northern Tasmania where we deliver natural resource management services throughout the municipal areas of the City of Launceston, West Tamar and George Town.

Established in 1998, Tamar NRM is an independent, not-for-profit natural resource management organisation run by a Management Committee and a small professional staff. Core funding is provided by the three Councils of the Tamar Valley, and this is enhanced by additional funds from a variety of sources, principally through applications for grant funding. Since 2000 Tamar NRM has attracted over \$7m of funding for a variety of projects and initiatives. One of the keys to this success is the development of partnerships with community groups, environmental organisations, businesses and government agencies.

## Our focus areas are:

- Biodiversity
- Sustainable Living
- Sustainable Agriculture
- Weeds
- Environmental Education

## Our work involves:

- On-ground community activities and events
- Community project management, monitoring and evaluation
- Community education, awareness, training and supportCreation of effective partnerships

## Our Strategic Plan:

- The Tamar NRM Strategic Plan was developed by the Tamar NRM Management Committee in 2021/22 following extensive consultation with key stakeholders and the community. The plan covers the period from 2022 -2030.

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**Our aim is to ensure that the Tamar Valley region is an attractive and prosperous place to live and work based on a healthy environment.**

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# Contact Us

For further information contact:

## Office

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Strategic Statement		Enabling Action 1	Enabling Action 2	Enabling Action 3	Enabling Action 4	Enabling Action 5	Enabling Action 6
<b>1</b>	<b>We have a culture of good governance</b>	Investigate suitable committee review process	Review the constitution to test for compliance and continued relevance	Create and follow a policy review program	Ensure all relevant documents are available on the website		
<b>2</b>	<b>We understand (and can evidence) our impact</b>	Continue to deliver on project and core activities	Complete reports to funders	Report highlights to stakeholders	Create and publish Annual Report		
<b>3</b>	<b>We have a well-resourced, effective and valued team</b>	Create role clarity throughout all levels of the organisation	Implement and expand performance reviews to whole of team	Have effective independent HR Management	Build a network of talent to support the team	Plan for and respond to the team's needs for resources	Undertake and record a whole of team skills audit
<b>4</b>	<b>We have a diverse and supported volunteer community</b>	Include current and potential volunteers in a stakeholder register	Include diverse groups in the recruitment process	Connect with UTAS to engage with student volunteers	Ensure volunteer accessibility is included in HR processes		
<b>5</b>	<b>We provide accessible ways for diverse stakeholders to engage with us</b>	Create a style guide for compliance with plain English and accessibility principles	Facilitate community-led initiatives to foster new ideas	Create and implement an integrated a communications strategy	Invite engagement, participation and feedback	Maintain a current stakeholder database	
<b>6</b>	<b>We remain relevant to our funding councils</b>	Foster strong interpersonal relationships with Councillors and Mayors	Develop and maintain relevant departmental relationships	Adapt to changes to council strategies	Maintain a collaborative partnership approach to working together		
<b>7</b>	<b>A key strength is in our partnerships</b>	Seek out and investigate new partnership opportunities	Optimise value we receive from our partners	Optimise value we provide to our partners			
<b>8</b>	<b>We understand and build on our distinctive role in the community</b>	Review Mission and Vision	Review Constitution	Review suitability of business model and structure	Review set of core organisational Values and Behaviours	Review Brand Strategy (and potentially visual identity, depending on outcome of review)	