



## BUSINESS PLAN 2015 – 2019

### **Vision:**

To create an environment in which the community value, protect, and care for the biodiversity, landscapes and special character of Banks Peninsula.

### **Role:**

The role of the Banks Peninsula Conservation Trust is to:

- a. Covenant areas of significant biodiversity and open space and assist landowners with the management of covenanted areas;
- b. Provide leadership, education and co-ordination of conservation and sustainable land management actions.

The Trust operates through two general programme areas:

- a. Biodiversity Projects (including covenanting of land);
- b. Outreach (communications/education/supporters).

### **Key Result Areas:**

1. Protecting biodiversity and open space by supporting collaborative relationships with landowners, providing covenants for landowners, and providing practical assistance and advice for ongoing management of covenanted areas.
2. Facilitating the implementation of joint agency initiatives (eg City Council, Environment Canterbury, Department of Conservation etc) in partnership with landowners and the local community.
3. Facilitating the implementation of the Wildside Project.
4. Providing education and information about the biodiversity and sustainable land management of Banks Peninsula and providing opportunities for the community to be actively involved in contributing to support biodiversity outcomes.
5. Operating an effective and efficient, well funded organisation with sound governance & management practices.

<b>KRA1 Protecting biodiversity and open space by supporting collaborative relationships with landowners, providing covenants for landowners, and providing practical assistance and advice for ongoing management of covenanted areas.</b>	
<b>Outcome 1.1</b> Covenanted and other Trust activities are integrated and complementary to maximise conservation gains on Banks Peninsula.	<b>Action 1.1.1</b> Develop the Trust's ecological vision for what can be achieved on Banks Peninsula over 10 years (end of 2015).
	<b>Action 1.1.2</b> Use the ecological vision to provide strategic direction and inform decision-making on Trust projects and priorities.
<b>Outcome 1.2</b> A rigorous and efficient biodiversity and open space covenanting process is in place.	<b>Action 1.2.1</b> By 2016, review, confirm and make publicly available criteria that enables the identification and prioritising of covenants, consistent with biodiversity priorities adopted by other agencies.
	<b>Action 1.2.2</b> By 2015 make publicly available a flow chart showing the covenanting process.
	<b>Action 1.2.3</b> By end of 2015 seven in progress covenants are completed and five new covenants are initiated.

<p><b>Outcome 1.3</b></p> <p>By 2016, all landowners are supported in the management of their covenant by having an agreed management plan in place.</p>	<p><b>Action 1.3.1</b></p> <p>All new covenants from 2015 to have a management plan in place within 12 months of registration.</p>
	<p><b>Action 1.3.2</b></p> <p>By mid 2016 all outstanding management plans are completed.</p>
<p><b>Outcome 1.4</b></p> <p>Key monitoring outcomes are identified with representative areas being monitored including on-going management of prioritised covenants being available.</p>	<p><b>Action 1.4.1</b></p> <p>A monitoring framework is developed that:</p> <ul style="list-style-type: none"> <li>- is implemented by well trained volunteers</li> <li>- includes appropriate monitoring for weed and predator control</li> <li>- includes provision for landowners willing to undertake their own monitoring</li> <li>- aligns with/supports agency monitoring of agreed biodiversity indicators on Banks Peninsula</li> <li>- complements scientific work being undertaken to demonstrate covenanting adds value to biodiversity over time.</li> </ul>
	<p><b>Action 1.4.2</b></p> <p>The work of the Restoration Group follows a detailed plan.</p>
<p><b>Outcome 1.5</b></p> <p>By 2015 a scientific research programme in collaboration with science providers has been initiated to demonstrate biodiversity benefits from covenanting.</p>	<p><b>Action 1.5.1</b></p> <p>Engage Lincoln University in a project to demonstrate the benefits of covenanting.</p>

<b>KRA2 Facilitating the implementation of joint agency initiatives, in partnership with landowners and the local community.</b>	
<p><b>Outcome 2.1</b></p> <p>There is a sustainable and growing tui population on the Peninsula.</p>	<p><b>Action 2.1.1</b></p> <p>Collaborate with Lincoln University researchers to build science-based evidence for the sustainability of the tui population.</p>
	<p><b>Action 2.1.2</b></p> <p>Continue to facilitate community monitoring of the Tui population to both contribute to the research on the population's sustainability and to engage the Banks Peninsula community in conservation initiatives.</p>
<p><b>Outcome 2.2</b></p> <p>The Trust is an active contributor to the reduction of predators and weed pests on Banks Peninsula.</p>	<p><b>Action 2.2.1</b></p> <p>Support/contribute to inter-agency work on pest control, e.g., BP Pest Liaison Committee, Goat Eradication Programme, etc., and promote the importance of this work to landowners.</p>
	<p><b>Action 2.2.2</b></p> <p>Develop a programme to promote and coordinate community driven predator control across Banks Peninsula.</p>
	<p><b>Action 2.2.3</b></p> <p>Actively promote the need to control weed threats to landowners.</p>
<p><b>Outcome 2.3</b></p> <p>By start 2018, determine whether to undertake a reintroduction to Banks Peninsula of an endangered/threatened species (similar to the Tui project).</p>	<p><b>Action 2.3.1</b></p> <p>Undertake a feasibility study (biodiversity benefit, supporters' involvement and practicality) for the protection/recovery/reintroduction of a threatened species.</p>

<b>KRA3 Facilitating the implementation of the Wildside Project.</b>	
<b>Outcome 3</b> Leading the co-ordination of multi-party efforts/initiatives that contribute to the targets and objectives outlined in the Wildside Charter.	<b>Action 3</b> Update Outcomes 3.1 to 3.22 and all Actions as necessary when the Wildside Charter is updated or changed.
<b>Outcome 3.1</b> Wildside conservation programmes are driven and maintained by the community.	<b>Action 3.1.1</b> Wildside Coordinator delivers three practical workshops/field days per year for Wildside landowners and volunteers.
	<b>Action 3.1.2</b> Wildside Coordinator organises annual function of participants within Wildside area to review and celebrate the programme.
	<b>Action 3.1.3</b> Wildside Coordinator to liaise with agencies and act as a link for communication between land managers, iwi, agencies, researchers, volunteers and other groups.
	<b>Action 3.1.4</b> Wildside Coordinator co-ordinates volunteers, provides training for volunteers involved in trapping and collates trapping data to agencies for analysis.
	<b>Action 3.1.5</b> Wildside Coordinator supplies a volunteer trapper's kit to guide trappers towards best practice.

	<p><b>Action 3.1.6</b> Wildside Coordinator reviews project 6 monthly and provides progress report to all partners.</p>
	<p><b>Action 3.1.7</b> Wildside Coordinator arranges four meetings/year with partners to discuss progress and identify issues.</p>
<p><b>Outcome 3.2</b> Local schools are engaged in Wildside projects</p>	<p><b>Action 3.2.1</b> Wildside Coordinator delivers or coordinates three focused education days to Banks Peninsula school students through the enviro-schools programme.</p>
<p><b>Outcome 3.3</b> The Wildside community has the opportunity to be aware of the biodiversity values of their native habitats and species.</p>	<p><b>Action 3.3.1</b> Wildside Coordinator delivers an enewsletter to Wildside Residents three times per year, and uses resources such as the Akaroa Mail where appropriate.</p>
	<p><b>Action 3.3.2</b> Wildside Coordinator ensures research outcomes are communicated to landholders and the broader community.</p>
	<p><b>Action 3.3.3</b> Wildside Coordinator ensures projects within the Wildside area are communicated across all partners.</p>

<p><b>Outcome 3.4</b> Research and monitoring contribute to better conservation management</p>	<p><b>Action 3.4.1</b> Wildside Coordinator ensures research outcomes are communicated to landholders and the broader community.</p>
<p><b>Outcome 3.5</b> Effective research partnerships are in place with science providers.</p>	<p><b>Action 3.5.1</b> Wildside Coordinator establishes, maintains and manages agreed relationships with research providers.</p>
<p><b>Outcome 3.6</b> All Wildside biodiversity conservation programmes are adequately funded.</p>	<p><b>Action 3.6.1</b> Wildside Coordinator manages and maintains relationships with external funders to ensure ongoing success of the Wildside project.</p>
<p><b>Outcomes 3.8-3.22</b> 3.8. Wildside native terrestrial habitat remnants are dominated by indigenous species 3.10. Landowners are encouraged and supported to manage biodiversity across property boundaries 3.11. By 2030, Wildside streams support healthy native-dominated freshwater communities and landowners are supported in protection and enhancement 3.13. Potential habitat corridors or linking patches are identified and landowners are supported in protecting 3.14. By 2030, monitored native bird populations show increased distribution and abundance compared to 2013 baseline 3.15. By 2030, Wildside jewelled gecko populations have increased in size and distribution 3.15a. Spotted skink populations have increased in size and distribution from</p>	<p><b>Action 3.8.1</b> Wildside Coordinator collaborates with agencies and acts as a link for communication between land managers, iwi, agencies, researchers, volunteers and other groups.</p>
	<p><b>Action 3.8.2</b> Wildside Coordinator reviews project quarterly and provides progress report to all partners.</p>
	<p><b>Action 3.8.3</b> Wildside Coordinator arranges 4 meetings/year with partners to discuss progress and identify issues.</p>
	<p><b>Action 3.8.4</b> Wildside Coordinator makes monthly contact with key landowners.</p>

<p>2013 baseline</p> <p>3.16. The distribution and abundance of the Akaroa daisy is maximised</p> <p>3.16a. Distribution and abundance of Cooks scurvy grass <i>Lepidium aegrum</i> is maximised</p> <p>3.17. Tree weta abundance, distribution, threats and management needs are known</p> <p>3.18. By June 2013, measurable species outcomes have been confirmed</p> <p>3.19. Key indicator species are identified and baseline data on abundances, distributions and threats are available</p> <p>3.20. By 2030 the Wildside titi breeding population has increased in size and distribution compared to 2013 baseline</p> <p>3.21. The breeding population of yellow-eyed penguins on the Wildside has increased to 20 pairs by 2030</p> <p>3.22. The breeding population of white-flippered penguins on the Wildside has increased by 50% by 2030</p>	<p><b>Action 3.8.5</b></p> <p>Wildside Coordinator identifies synergies between projects and communicates potential to all partners</p> <hr/> <p><b>Action 3.8.6</b></p> <p>Wildside Coordinator identifies new opportunities and co-ordinates between stakeholders to achieve Wildside Project outcomes.</p>
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**KRA4 – The community are aware of and educated about the biodiversity and sustainable management of the Peninsula & have opportunities to be actively involved in contributing to biodiversity outcomes.**

**Outcome 4.1**

The community is aware of the Trust’s work and the value of the biodiversity found on Banks Peninsula.

**Action 4.1.1**

Bi-annual electronic newsletters are sent to members, and occasional items in a broader range of media.

**Action 4.1.2**

By end of 2015, a refreshed and updated website is in place with ongoing regular updates.

**Action 4.1.3**

The Trust’s Facebook page is regularly updated and engaging.

**Action 4.1.4**

Attend and provide information at community events, e.g., Little River, Duvauchelle A&P shows.

**Action 4.1.5**

Provide a speaker series (three evenings) on topical BP conservation issues across the Peninsula.

**Action 4.1.6**

Hold an annual social function for covenantors that promotes the Trust’s work and educates on conservation areas of interest.

<p><b>Outcome 4.2</b> Banks Peninsula schools are engaged in conservation activities.</p>	<p><b>Action 4.2.1</b> Engage with the Enviroschools Programme, providing resource kits and opportunities for fieldtrips.</p>
<p><b>Outcome 4.3</b> An organised volunteer programme is in place for supporters to contribute to the Trust's projects (administration, predator control, weed control, and monitoring).</p>	<p><b>Action 4.3.1</b> A volunteer management plan is established.</p>
	<p><b>Action 4.3.2</b> A Health and Safety Plan is documented.</p>
<p><b>Outcome 4.4</b> A conservation project involving volunteers is being implemented with support from our sponsor Lyttelton Port Company.</p>	<p><b>Action 4.4.1</b> Agree conservation project with Lyttelton Port Company by early 2015.</p>
	<p><b>Action 4.4.2</b> Appoint project manager and initiate project by mid 2015.</p>

<p><b>KRA5 Operating an effective and efficient, well funded organisation with sound governance &amp; management practices.</b></p>	
<p><b>Outcome 5.1</b> Strong leadership is provided through an effective governance structure.</p>	<p><b>Action 5.1.1</b> The Trust Board undertakes annual self-evaluation.</p>
	<p><b>Action 5.1.2</b> A Trustee succession plan is in place that takes in to account the mix of skills and experience required for the Trust Board to be most effective.</p>

	<p><b>Action 5.1.3</b> A regularly reviewed risk management plan is in place.</p>
<p><b>Outcome 5.2</b> Staff are well managed and enthusiastic.</p>	<p><b>Action 5.2.1</b> A structured performance management process is in place for all staff by end of 2015.</p>
	<p><b>Action 5.2.2</b> Staff receive appropriate professional development opportunities.</p>
<p><b>Outcome 5.3</b> Strong relationships with core funders are maintained and grown.</p>	<p><b>Action 5.3.1</b> The implementation of a stakeholder management plan ensures key relationships with funders are maintained.</p>
	<p><b>Action 5.3.2</b> Funding reports and reconciliations are completed in full and on time.</p>
	<p><b>Action 5.3.3</b> A funding plan detailing how charitable, government, and agency funders are to be leveraged is developed (by end 2015) and implemented.</p>
	<p><b>Action 5.3.4</b> Funders support is appropriately acknowledged.</p>
<p><b>Outcome 5.4</b> By the end of 2015 the Trust has implemented a membership scheme with membership options for individual, family, and corporate members.</p>	<p><b>Action 5.4.1</b> Membership launch letter &amp; promotional brochure sent to 4,500 Banks Peninsula residents and other targeted groups (early 2015).</p>

	<p><b>Action 5.4.2</b> Trustees and staff leverage their personal networks to secure individual and family membership subscriptions.</p>
	<p><b>Action 5.4.3</b> Membership database is configured and interfaced with accounts management software.</p>
<p><b>Outcome 5.5</b> Existing sponsors are maintained and \$50,000 per annum of new revenue is generated from corporate supporters (by 2017).</p>	<p><b>Action 5.5.1</b> Trustees &amp; staff leverage their personal networks to secure corporate members.</p>
	<p><b>Action 5.5.2</b> Foundation sponsors are appropriately serviced including an annual recognition function.</p>
	<p><b>Action 5.5.3</b> A programme to secure additional sponsors (in kind service relationships or cash) from corporates is developed.</p>