

Self sustenance

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Governance for Growth

Murrumbidgee Landcare Inc



Strengthening organisational governance during a period of rapid expansion at Murrumbidgee Landcare Inc.

The issue

As Murrumbidgee Landcare Inc grew rapidly between 2022–2025, its existing governance systems were no longer suited to the scale and complexity of operations. Policies were outdated, staff roles had evolved beyond the structure in place, and reporting obligations across multiple funders created inconsistency and administrative pressure. Decision-making was becoming fragmented across a geographically dispersed team, increasing organisational risk. MLI needed a clear, modern and cohesive governance framework to support transparency, accountability, and sustainable growth.

The solution

MLI undertook a structured governance uplift, beginning with a full review and refresh of organisational policies, delegations and procedures. Job roles and responsibilities were clarified, internal reporting templates were standardised, and Board–staff communication processes were strengthened. New digital systems supported improved document management and project oversight. The approach was collaborative and staged, ensuring changes were practical, understood and embedded across the organisation.

The impact

The governance improvements created stronger organisational alignment, clearer decision-making and increased consistency across all programs. Staff gained greater confidence in processes and expectations, and the Board received more transparent reporting. MLI is now better positioned to deliver complex projects, meet funder requirements and support a positive workplace culture. The strengthened governance framework provides long-term stability and reduces risk, enabling the organisation to focus on delivering community and environmental outcomes.

Key facts

- Strengthened governance during rapid growth
- Updated all major organisational policies
- Improved Board–staff communication
- Introduced consistent reporting templates
- Implemented new internal systems
- Increased organisational confidence and transparency

Project Partners



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