

**Duneland Ltd
&
The Findhorn Hinterland Group**



**The Findhorn Hinterland
(incorporating Wilkies Wood)**

**MANAGEMENT PLAN
2009-2013**

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APPENDICES

- I Management Agreement**
- II Constitution of the Findhorn Hinterland Group**
- III Community Involvement from January 2006 – June 2008**

This Management Plan has been drawn up following extensive consultation between The Findhorn Hinterland Group and Duneland Ltd. It also provides an integral element of a Management Agreement signed in March 2009 between the two parties.

The Plan is an integral component of this Management Agreement. It represents a tangible joint step forward by both organisations in progressing the future management of the land commonly referred to as the hinterland and currently owned by Duneland Ltd, as a long term and highly valued asset for the local communities in and around Findhorn, as well as visitors to the area.

The Plan is intended to be a working document and a tool to help The Findhorn Hinterland Group and Duneland Ltd articulate their joint vision, aims and objectives and outcomes, proposed activities, financial requirements and a baseline for monitoring the impact of the hinterland's future management.

The specific purposes of the Management Plan are to:

- ◆ **Reflect the aspirations of the Hinterland Group and its members, Duneland Ltd, the local community and funding bodies for the future management of the land owned by Duneland Ltd.**

- ◆ **Set out how the land will achieve the Hinterland Group and Duneland Ltd's aims and objectives through a high standard of sustainable land management.**

- ◆ **Provide an action plan for the development and management of the hinterland over the short, medium and longer terms.**

- ◆ **Provide a framework for financial control and monitoring of the management programme through regular review.**

- ◆ **Provide the basis for supporting future funding applications to assist with the implementation of the Plan.**

- ◆ **To promote the benefits of the working relationship between the Hinterland Group and Duneland Ltd as an exemplar of how the management of a highly sensitive area of privately owned land can be integrated with the interests and aspirations of the local community.**

The Plan covers an overall management period of five years to 2013, but with detailed forecasts of revenue and expenditure covering activities over the first three years to 2012.



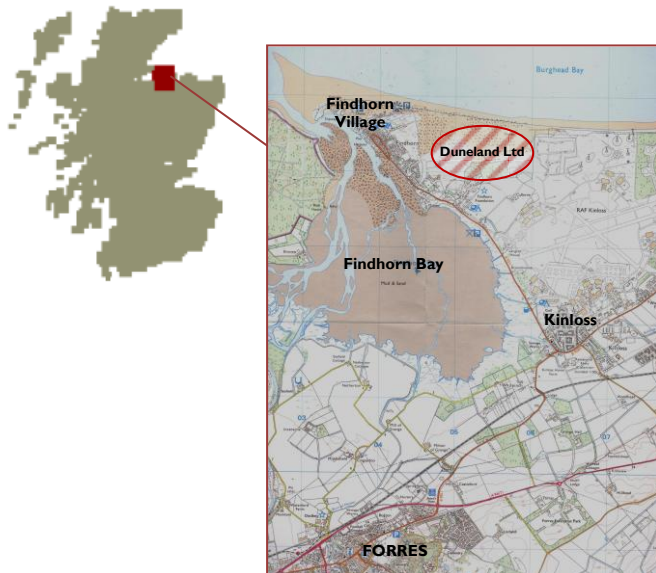
Photo: Heather Paul

2.1 Land Ownership

Ownership of the “Findhorn hinterland” area which is the subject of the Management Plan rests exclusively with Duneland Ltd.

2.2 Area & Location

The land owned by Duneland Ltd currently extends to some 91 hectares. The location of the approximate central point of the property is defined as Grid Reference NJ 050640 - see Map I. Most of the land falls within an area designated as an Area of Great Landscape Value (AGLV).



The land holds Scottish Government Rural Payments and Inspectorate Department agricultural code number 85/601/0008 and Business Reference Number (BRN) 164299 which numbers are required for claiming and receiving any payment of future Scottish Rural Development Programme (SRDP) funding for land management related activities (see Section 8).

2.3 Duneland Ltd

Duneland Ltd is a Private Limited Company (No SC174358). It was formed in 1997 when the company raised the funds to buy an extensive landholding adjacent to the Findhorn Foundation Community and formerly owned by the Wilkie family.

At the time of purchase, the land extended to some 161ha (400 acres), with a large area of ecologically sensitive dunes, the woodland

surrounding Pineridge, and considerable areas of gorse. Most of the land is within an Area of Great Landscape Value (AGLV), within a Coastal Protection Zone (CPZ) and within a Site of Interest to Natural Science (SINS).



Included in the purchase was a small area (16 acres) earmarked for development, some of which was already within the Moray Council Local Plan settlement boundary. This area, in the south of the landholding, together with the land occupied by the Findhorn Foundation Community was used by the RAF during the war, with large areas used as dispersal runways, with borrow pits created in the dunes to provide sand and gravel for these runways. Much of the land owned by the Findhorn Foundation borders the estate and the purchase of this landholding helped significantly in connecting several key areas of Foundation land together. These include the Universal Hall, Cullerne Gardens, Pineridge and the so-called Central Area. This particular area of land has become known as the 'Magic Triangle' because of this connecting function. It is approximately 15 acres in size and has significant potential for development in its own right. In February 2008, Outline Planning Permission was granted on part of this site for 40 housing units (with associated infrastructure and commercial, educational and community facilities). Land for a further 35 housing units is expected to be incorporated within the settlement boundary this year.

A further 1 acre of potential development land to the east of Pineridge was also included in the purchase.

The Duneland purchase completed the Findhorn Foundation Community's anticipated collective land holding and provides for the future needs of the Ecovillage project, both in terms of conserving the ecologically sensitive dunes areas, managing the woodlands and providing some land for building and other settlement functions. The company is a social enterprise committed to sustainable land management and to the creation of a sustainable community within the Findhorn Park Ecovillage based around mixed-use development. This will include market and affordable housing, business workspace, educational and social/recreational spaces.

2.4 The Findhorn Hinterland Group

The Findhorn Hinterland Group was constituted in August 2006 as an unincorporated association and has a management structure comprising

Chair, Vice Chair, Secretary and Treasurer, a Management Committee and a current membership of approximately 60 people drawn from residents and supporters of the local communities in and around Findhorn.

2.5 Contact details

Duneland Ltd:

Managing Director - Bill Henderson,
The Park, Findhorn Bay, Forres, Moray IV36 9TZ. Tel: 01309 692074.

The Findhorn Hinterland Group:

Chair - Davina Thomas, 68 Findhorn, Forres, Moray IV36 3YF. Tel: 01309 690223.

Secretary - Kristy Puplett.

Treasurer - Heather Paul.



Access track to the north of Willies Wood

Photo: Heather Paul

3.1 Ownership

Duneland Ltd has stewarded the 161ha (400 acres) former Wilkie Estate since 1997. In 1999 Duneland Ltd donated 70ha (175 acres) of the most ecologically sensitive land to the Findhorn Dunes Trust for conservation purposes. Most of the retained 91ha (225 acres) of dunes and woodland - the "hinterland" - remains as natural amenity land adjacent to the Findhorn Foundation Park Ecovillage, RAF Kinloss and Findhorn village, plus an area of foreshore. An area of 6ha (15 acres) of land in the south west of the landholding (the "Magic Triangle") has been retained by Duneland Ltd for the development of ecological houses and structures as part of the Ecovillage (see Map 2).

3.2 Overview Description

The hinterland itself extends from the southern border of the Findhorn Dunes Trust land to the northern edge of Findhorn Foundation Park Ecovillage, almost to the beach road in the west and the RAF Kinloss base boundary fence in the east. The neighbouring landowners are the Ministry of Defence, Novar Estates, Findhorn Foundation, Cullerne Farm, Findhorn Dunes Trust, a number of privately owned residential properties and Soillse Housing Group at Barrels east.

The hinterland divides naturally into a number of distinct "zones", including the pine plantation known as Wilkie's Wood. These zones are described in more detail as follows and are demarcated in Map 2.

3.3 Zone 1

This is the mainly gorse area to the west of the hinterland. It has a firebreak along the proposed settlement boundary (as defined by the Moray Council Local Plan). Some small scale broadleaved planting took place in 2007 along the western edge next to Heathneuk and a mixture of 300 Scots pine and broadleaves were planted to the west of Wilkie's Wood in 2002. This has softened these abrupt edges, given extra biodiversity and helped replace the loss of trees that had been regenerating naturally but have been continually destroyed by regular unscheduled fires.

3.4 Zone 2

This is the heath area to the north of Wilkie's Wood containing extensive natural regeneration of Lodgepole pine and has suffered degradation

3.5 Zone 3

This comprises Wilkie's Wood - a 10.2 ha conifer plantation comprising a mixture of Scots, Lodgepole and Corsican pine planted between 1952 and 1962 on the remnants of shingle ridges formed by the successive storm beaches left over the past 10,000 years as the land rose after the last Ice Age or on more recent windblown sand. The plantation was created by Mr Wilkie, a former owner of Tor Avon and the Wilkie Estate. He also constructed a teahouse - subsequently becoming known as "Wilkie's Bothy" - in the middle of the forest but which was destroyed by fire in 2003. Prior to the Wilkie family taking ownership in 1952, the land was owned and used by the War Department and a number of dumps of old war equipment were dug on the site.

For management purposes, Wilkie's Wood has been subdivided into six "compartments" (see Map 2) the boundaries of which are identifiable by permanent or semi-permanent features such as species and access tracks. A brief description of each of the compartments is provided in Table 1 below:

Table 1 - Wilkie's Wood: Cpt Schedule

Cpt No	Area (ha)	Description
1 & 2	1.5 & 1.5	Mostly Corsican pine with occasional Lodgepole (LP) and Scots pine (SP) at edges. Aged approx. 50 years old, of reasonable form, health and timber quality. Overstocked..
3	1.85	Former mostly LP plantation severely wind damaged in 2005 and since cleared (see 3.5.1 below), except for strip of remaining trees along northern edge. Partly replanted in 2008-09 with mixed native broadleaves and SP in shelters.
4	1.95	SP aged approx. 50 years old, overstocked with narrow crowns. Some windblow at edges.
5	1.62	As for Cpt 4, but more heavily overstocked with poor timber form and very narrowly crowned trees. Incorporates a triangular area reserved for memorial burials in its southern western corner. Strip of partly windblown and windswept LP along southern boundary.
6	1.80	As for Cpt 5, but significant wind damage now incursive at the eastern end, rendering thinning highly hazardous to further windblow
Total	10.20	

3.5.1 Previous woodland management history

Mr Wilkie discouraged access to the forest and little maintenance of the woodland was carried out after the initial planting. The exception to this was the first thinning of the trees around 1994 under the new ownership of the Taners and Gilberts, two families related to the Wilkie's that briefly inherited the land of the estate. This thinning included putting in the extraction racks to facilitate subsequent tractor access. Timber was extracted through Cullerne Farm with the formation of a new track on the eastern edge of the forest and over the farmland. This track has since been blocked off.

The violent northerly gales in January 2005 left the majority of Compartment 3 - nearly 2ha - with severe windblow damage leaving less than 20% of the crop standing and little option but to clearfell (and in due course replant) the remainder. The felling and associated replanting proposals were subsequently approved by Forestry Commission Scotland under Felling Licence No 031/17/06-07 in August 2006.



Windblown area in Wilkie's Wood

Photo: Heather Paul

Much of the rest of Wilkie's Wood, although receiving some further thinning over recent years, carried out by a local woodcutters co-operative set up in 1998 to facilitate firewood extraction, is now significantly overstocked and requires urgent, but sensitive thinning to avoid undue expose to future windblow risk. Provision for this thinning is also covered by the above Felling Licence, which expires in August 2009.

There have been some small areas of planting in the original woodland and a larger area to the west of the existing forest. This has been largely done by the donations of local volunteers, without grant aid, using mostly native broadleaves to add to the forest diversity. These are individually protected in tree shelters and now mostly growing well. The planting has been sensitively sited around several heather and lichen gravel hollows, the latter being left as important open space.

Roe deer management and culling has been carried out in recent years by a local professional gamekeeper and the venison sold by Duneland Ltd.



Photo: Heather Paul

Vigorous re-growth of gorse and maintenance of the new plantings are on-going management issues, as is policing of the woodland so as to discourage inappropriate fire lighting and camping.

3.5.2 Future management options

Since acquiring it in 1997, Duneland Ltd has always regarded Wilkie's Wood as an important multi-purpose resource, providing an important windbreak to the residential area of Pineridge.

The woodland is also an important buffer between the developed areas of the Findhorn Park, including the proposed sustainable housing development in the area of the Magic Triangle, and the "wild" and more sensitive area of the Dunes, much of which is managed now by the Findhorn Dunes Trust. The woodland has never been regarded by Duneland Ltd as a source of major finance to the company and any income generated has in the past been earmarked for further woodland improvement or expansion.

It is a locally important area for wildlife, including roe deer, badger, red squirrel, crested tits, crossbill and tawny owls, and adds to the diversity of habitats on the Findhorn peninsula. Wilkie's Wood is now extensively used for recreation especially by dog walkers and others. The wood provides a source of fuel wood, some building grade timber and also offers potential future opportunities for local employment and a connection to the land for residents in the community.

It is in the above context, and in line with the Company's stated objectives, that Duneland Ltd has been considering options as to how Wilkie's Wood, together with the rest of the hinterland, might be developed as a "community woodland". This in turn stimulated the initiative in early 2006 by Duneland Ltd to offer a greater degree of community involvement in the land management decision making process as well as participation in management activities themselves. See Section 4 below.

3.6 Zone 4

This is an area of rough grazing and gorse occupied by three wind turbines and also partly contaminated by RAF metal and other debris, resulting from the dismantling of aircraft at the Kinloss base after the Second World War. The Ministry of Defence has in the past undertaken a detailed survey of the aircraft debris to determine the extent of possible contamination of the land and ground water and there has been

subsequent discussion with the MODF about its responsibility to remove contaminated material. These discussions are on-going. The wind turbines - including a fourth one located on adjoining farmland not owned by Duneland Ltd – are owned by Findhorn Wind Park Ltd which pays Duneland Ltd a proportion of the gross wind generation income.

Abandoned fencing wire in Zone 4



4.1 A Community Project in the Making

In January 2006 Duneland Ltd arranged a public meeting in the James Milne's Institute, Findhorn Village, to set the scene for offering an opportunity for the various community interests within the Findhorn area to become more closely involved with the management of its land to the east of the village.



Photo: Heather Paul

From this meeting a group of volunteers representing a broad spectrum of interests in the local community came together and thereafter met regularly to consider community involvement in the land, to look at the ways and means of turning it into a Community Woodland* and to consider the possibility of a community buy-out of the land.

4.2 Formation of the Findhorn Hinterland Group

This informal group subsequently decided to become a constituted body, the Findhorn Hinterland Group, to work with landowners, including Duneland Ltd, in the management of land holdings in the area. The land owned by Duneland Ltd was seen as central to the work of the Group but this did not preclude involvement with other land and landowners on the peninsula. A working committee was formed that would report to the wider community, including local residents, at regular intervals to ensure that they were kept in touch with plans for the future management of this special environmental resource.

The basis of the Group's objectives, as stated in the constitution, is "ongoing liaison and co-operation with the area's landowners, notably in matters relating to conservation, woodland

* The term 'community woodland' is used to register the FHG's alignment with the aims of the Community Woodlands Association, rather than to imply that all of the hinterland is, or will become, woodland.

management, enhancement of the area's environmental and bio-diversity values, recreation and heritage". In practical terms, a number of goals were initially identified, including:

- ♦ expert assessment of the flora and fauna of the whole hinterland area;
- ♦ gradual transformation of the Wilkie's Wood plantation into a more "naturalised" woodland; and
- ♦ development of educational opportunities.

4.3 Progressing towards Community ownership?

To date the Group has spent much time looking at the possibility of a community buy-out of the land - assuming Duneland Ltd was to become a willing seller. However, it became clear that there was currently insufficient support for such a move from the Village, while people at the Park thought it was theirs already! Whilst it was not thought to be impossible to raise the funds for a buy-out, this was seen as a daunting and time-consuming task for a group that had not yet developed a working track record. In light of this, it was thought more appropriate for the Group to propose a trial period of becoming more closely involved in the management of the land with Duneland Ltd, through a formal Management Agreement (see Section 4.4.below), and that the possibility of transfer of ownership be kept under review.

If ownership were to be transferred to the Group at some point in the future, the Group would consider becoming a Company Limited by Guarantee and a Registered Charity, following in the footsteps of other local community groups such as the Forres Community Woodlands Trust and the Anagach Woodland Trust.

4.4 Management Agreement

The Management Agreement between Duneland Ltd and the Hinterland Group was signed in 2008 to provide a working framework for community involvement and joint participation in the management of the hinterland area. There is specific provision within the Agreement that the FHG will have the option to lease or purchase some or all of the hinterland from Duneland Ltd, assuming the willingness of the company to do so. The full contents of the Agreement can be found in Appendix I.

5.1 Vision

Based on the various issues and opportunities emerging from the initial consultation process and the subsequent Management Agreement drawn up between the Hinterland Group and Duneland Ltd, an overall vision has been defined and supported by both parties which is:



Building a strong sense of relevance and connection between the hinterland, its ownership and the local communities, through their on-going involvement in its management.

5.2 Strategic Aims

The overall aims for the future management of the Hinterland, with particular reference to Wilkies Wood, fall within the three key themes of sustainable development

Social, Cultural & Educational

- ◆ **To engender a strong sense of ownership, involvement and relevance of the land to the local communities in and around Findhorn.**
- ◆ **To fulfil the potential of the land in enhancing the quality of life for the local community and for visitors through provision of public access, recreational facilities and other services.**
- ◆ **To promote and manage the land as a valuable educational resource for all the community, but particularly school children and young people.**

Environmental

- ◆ **To maintain and enhance the environmental quality of the hinterland area through the best forest management and environmental good practice.**

Economic

- ◆ **To support the provision of skills training that relates to outdoor education, land and woodland management.**
- ◆ **To recognise, develop and achieve future employment and business**

development opportunities from the management of the land and woodland.

The objectives and activities that will help deliver these aims are set out in Section 6.

5.3 Achieving the Vision - Outcomes

The Hinterland Group and Duneland Ltd together envisage the following outcomes from achieving its aims and objectives within 25 and 50 year timescales:

After 25 years...

- ◆ All the hinterland is well-used by local people but in ways that respect and maintain the balance between human, wildlife and biodiversity interests at all times.
- ◆ Much more detailed knowledge about the land and its ecology has been acquired and recorded adding to its value as a local educational resource.
- ◆ The land to the west has developed a diversified edge of gorse, trees and clearings. The hinterland is well protected by firebreaks that also act as pleasant pathways and a landscape that is particularly attractive to birds.
- ◆ Wilkies Wood is a semi-mature, predominantly pine woodland with other native tree species and typical pinewood flora and fauna. In the centre a green burial area has become integrated with the rest of the wood.
- ◆ The diversity of the heath land has been maintained.
- ◆ The rough grazing area has been cleared of former RAF debris. The grassland is fenced and hedged and ponies graze amongst the wind turbines improving the land's biodiversity quality.
- ◆ The local community is actively involved in hinterland's management and more closely connected with the land.

After 50 years...

- ◆ The hinterland acts as a shelterbelt and a calm transition zone between the wild and windswept landscape of the dunes and the cultivated landscape of the Findhorn Foundation Ecovillage.
- ◆ Wilkies Wood has been progressively restructured from an even aged, partly windblown plantation into a more diverse and multi purpose woodland and a place for recreation, healthy exercise, appreciation of nature and for spiritual reflection.

6 Management Strategy

6.1 Introduction

This Section of the Plan sets out how the strategic aims will be achieved through a range of operational **objectives** and practical **management activities**.

6.2 Management Objectives

For each of the strategic aim “themes”, the objectives are to:

Social, Cultural & Educational

- 1 **Encourage and develop community involvement, communications and skills connected with the management of the hinterland and by sharing experience with other community groups.**
- 2 **Create a greater understanding and appreciation of the ecology and natural history of the hinterland.**
- 3 **Develop a programme of woodland arts and other land-related cultural events and activities.**
- 4 **Continue to realise and enhance the hinterland’s potential as a place that offers healthy exercise, recreational facilities and provision of other community services such as green burial sites and suitable buildings to support these.**
- 5 **Develop a programme for building on the value of the hinterland as an educational resource.**

Environmental

- 6 **Restore and enhance the health, biodiversity value and visual attractiveness of each of the hinterland “zones”.**
- 7 **Manage Wilkies Wood using low impact silvicultural systems.**

Economic

- 8 **Explore and develop the potential economic benefits, employment and income yielding potential of the hinterland and Wilkies Wood.**
- 9 **Ensure that all land management operations and activities are carried out in ways that safeguard the safety and protection of all those involved in using and working on the hinterland.**

- 10 **Develop a programme of appropriate skills training that will enable broader community involvement in the future management of the hinterland.**

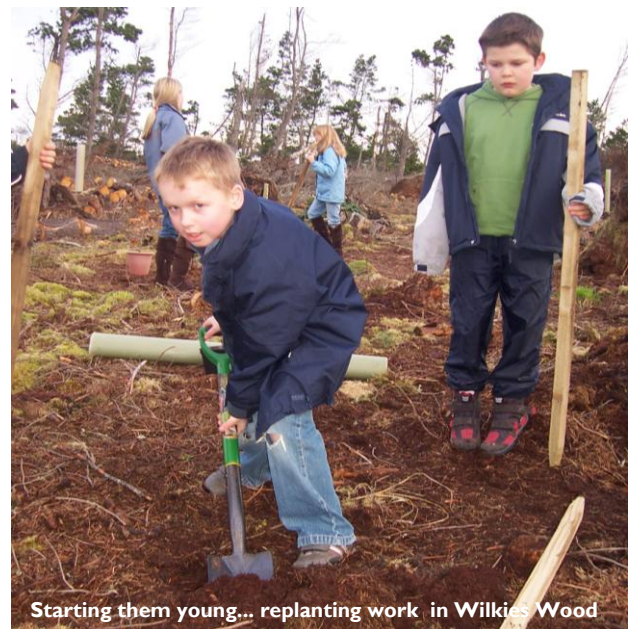
6.3 Management Activities

Objective 1

Encourage and develop community involvement, communications and skills connected with the management of the hinterland and by sharing experience with other community groups.

Activity 1.1 Organise community events and work parties.

These will be events aimed at helping to encourage a variety of voluntary groups and members of the local communities to become more involved in learning about, and carrying out, management and sustainable use of the hinterland area, and in doing so to build a strong sense of community ownership.



Starting them young... replanting work in Wilkies Wood

Photo: Jane Sinclair

Activity 1.2 Facilitate community training to help build self sufficiency skills.

The type of organisational training might include

- ♦ **leadership skills**, including organising and managing meetings; dealing with complaints and the Press; conflict management.
- ♦ **governance, administration & people skills** - including roles and responsibilities of being a

company director and/or charity trustee; administering Committees, employing contractors; leading or helping with schools and other children's groups & child protection issues; organising events; complying with health & safety legislation; carrying out a risk assessment; drawing up a contract; public relations skills; management and supervision of volunteers; first aid.

Activity 1.3 Produce a regular joint Findhorn Hinterland Group / Duneland Ltd Newsletter & Annual Review

These would help keep the local communities informed about the Hinterland Group and Duneland Ltd's aims, objectives and activities for the long term benefit of the village and visitors. The Newsletter would be supplemented by an Annual Review whenever possible to coincide with the Group's Annual General Meetings.

Activity 1.4 Develop a Hinterland Group web site.

Activity 1.5 Organise / host / attend knowledge-sharing events

For example, to visit and host other community groups and events, such as the annual Community Woodlands Association conference.

Objective 2

Encourage a deeper understanding and appreciation of the ecology and natural history of the hinterland.

Activity 2.1 Create and maintain a photographic record of the biodiversity of the hinterland.

Activity 2.2 Establish a long term programme of ecological and natural history surveys of the hinterland.

The purpose of these surveys would be to provide permanent records and a means of monitoring and sharing data about the hinterland's ecology and natural history. Professional input may be commissioned as appropriate to inform and support the programme.

Activity 2.3 Provide signage & interpretation.

Suitable signage and interpretation will be provided at strategic points within the hinterland and Wilkies Wood to enhance the experience for those using and /or visiting the area. Signage will be functional but unobtrusive and natural in design and construction, providing relevant directional and educational information about the ownership and management and key features of the land as and where appropriate.

Objective 3

Develop a programme of woodland arts and other land-related cultural events and activities.

Activity 3.1 Work with others to develop arts events and other opportunities.

These might include activities such as woodland sculpture, woodland folklore and storytelling, drama, music painting and photography.

Objective 4

Continue to enhance the hinterland's potential as a place that offers access for healthy exercise, recreational facilities and provision of other community resources.

Activity 4.1 Maintain and enhance the access network.

Most of the internal footpath and track network provides adequate and good year round access for most walkers. However, there are sections of the network that become obstructed by encroaching gorse or other vegetation or suddenly by fallen trees and work will regularly be required to keep these open and safe. There is scope to create additional core paths through the gorse areas to the east (Zone 1) and west (Zone 4) of the hinterland. All activities will take into account recommended best practice as set out in the Scottish Outdoor Access Code.

Activity 4.2 Develop "youth-friendly" recreational facilities in Wilkies Wood.

Consideration will be given to providing facilities such as rope-climbing nets, swings and mountain bike tracks.

Activity 4.3 Provide / develop community gathering spaces.

Using local timber we will help develop these by making benches, tables and log structures. The existing fire pit will be either made safer and more comfortable or moved to a more suitable location.

Activity 4.4 Provide a green burial site as a local community resource.

To date two burials have been carried out, with appropriate planning consent, in an area of Wilkies Wood (Cpt 3) set aside by Duneland Ltd with a view to more extensive use as a green burial area. See also Activity 8.2.

Activity 4.5 Provide a dedicated area for ceremonial tree planting.

Activity 4.6 Encourage appropriate equine activities on the land.

Objective 5

Continue to encourage the involvement of children and young people in the management and enjoyment of the hinterland as an educational resource.

Activity 5.1 Develop environmental education linkages with local schools

Work in partnership with organisations like Wild Things! and the Moray Forest Education Initiative Cluster to stimulate and facilitate educational and other woodland-related activities with local primary schools, particularly Kinloss Primary, Forres Academy and Gordonstoun School.

Activity 5.2 Host Forest School courses.

Facilitate and seek match funding for the provision of Forest School courses using Wilkies Wood in partnership with Wild Things!

Activity 5.3 Construct a Forest School classroom / log cabin.

Work in partnership with Gordonstoun Conservation Group to replace the former “Wilkies Bothy” with a Forest School “classroom”, and information point built from locally sourced timber.

Activity 5.4 Provide an information and resource pack featuring the hinterland and its management

Facilitate the putting together an educational resource pack and other resources for use by local schools and other youth organisations, in consultation with partners “Wild Things!”, SNH and the Moray Forest Education Initiative Cluster.

Objective 6

Restore, protect and enhance the health, biodiversity value and visual attractiveness of each of the hinterland “zones”.

Activity 6.1 Expand the biodiversity of the land where appropriate and protect its ecosystems through appropriate management.

This will include protecting and monitoring the lichen and other ground flora that are so characteristic of the hinterland, and enrichment planting of native shrub and trees. Species choice and habitat management will be such that will help contribute to the delivery of the North East Scotland Biodiversity Action Plan.

Activity 6.2 Encourage the use of footpaths that limit erosion and damage to lichen populations.



Hinterland lichens

Activity 6.3 Supplement the management of Wilkies Wood in ways that support wildlife.

This would include, for example, leaving deadwood piles and raptor perches, and providing bird nesting boxes and bat roosting boxes.

Activity 6.4 Actively manage and control the spread of invasive and/or exotic species.

Such species would include giant hogweed, ragwort and Lodgepole pine.

Activity 6.5 Maintain and create firebreaks in the dense gorse areas.

Activity 6.6 Extend the use of horses or other animals for conservation grazing and gorse management.



Photo: Heather Paul

Ponies in Zone 4

Objective 7

Manage Wilkies Wood using low impact silvicultural systems.

General woodland management policy

Duneland Ltd and the Hinterland Group's joint approach to technical aspects of the future woodland management of Wilkies Wood and other woodland-related projects will be centred around the following policies:

- ♦ The woodlands will be managed in accordance with the spirit and requirements of the UK Forestry and the UK Woodland Assurance Standards, including all relevant legislation and industry best practice guidelines.
- ♦ Wherever silviculturally practicable and feasible, preference will be given to managing the woodlands using low impact forest management systems in an attempt to retain a permanent woodland appearance – notwithstanding periodic catastrophic wind blow which cannot be mitigated against. This means the avoidance of large scale clear felling. Instead smaller scale felling than that normally associated with UK plantation management will be favoured and with a preference for re-stocking and/or natural regeneration of native species wherever feasible and within timescales that are compatible with other management objectives.

- ◆ There will be a general presumption against encouraging longer term and potentially invasive regeneration of non-native species - particularly Lodgepole pine - except where there are shorter term advantages, for example in helping to protect other preferred species such as Scots pine to become successfully established.
- ◆ A joint Health and Safety Policy setting out how relevant legal responsibilities and industry guidelines will be met in the context of all woodland-related operations, including the impact on third parties including contractors, volunteers, and the general public. All people undertaking woodland activities must, where appropriate, have received adequate instruction and/or relevant training and /or be suitably experienced to ensure that they are competent in the tasks being undertaken. All woodland operations will have a site risk assessment documented prior to the work being undertaken.
- ◆ A generic site risk assessment will be carried out for the whole hinterland area including Wilkies Wood. This will be supported by bi-annual safety inspections of trees and infrastructure and any remedial actions identified and documented to maintain the woodlands in a safe condition with respect to public and third party access.
- ◆ An up to date, written Fire Plan will be maintained and shared with the local Fire Brigade.
- ◆ As and when necessary, wildlife management / vermin control will be carried out in a professional manner in line with all relevant legislation and best practice guidelines and in a manner that maintains the ecological integrity of the woodlands. If wildlife management / vermin control activities are granted to a third party, this will be by a formal lease or other documented contract.
- ◆ The practice of burning lop and top following felling operations will only be carried out where there are clear advantages in terms of improved establishment, ground preparation, wildlife management or amenity and public safety. Otherwise there will be a presumption against burning.
- ◆ The use of synthetic chemicals will be avoided wherever possible. Where there are no suitable alternative measures, the choice of chemical will pay full regard to legal requirements, environmental considerations, the silvicultural benefits to be achieved and the availability of alternative methods of achieving these benefits. Annual records will

be documented by and/or provided to Duneland Ltd and the Hinterland by outside contractors summarising chemical usage.

- ◆ Where practicable the use of biodegradable lubricants – for example for chainsaws - will be encouraged.
- ◆ There is a general presumption that timber emanating from thinning and felling in Wilkies Wood will be made available for local use, whether for firewood, other fuelwood or other timber products as agreed in advance between Duneland Ltd and the Hinterland Group.
- ◆ Where safe and practical, an element of deadwood will be retained within the woodland. Fallen or felled deadwood will be favoured over standing deadwood where safety considerations are a priority, but in general such wood will be stacked away from public access routes.

Specific woodland management activities

Activity 7.1 Complete the clearance and replanting of the windblown area in Wilkies Wood.

This will be carried out in accordance with terms and conditions of the approved Forestry Commission Felling Licence No 031/17/06-07 dated August 2006. Any proposed changes to these conditions would require consent from the Forestry Commission.

The remaining partially windblown northern edge of the plantation will be felled, but where possible retaining standing Scot pine edge trees to offer some visual and physical buffer. Replanting here will be with predominantly Scot pine at 1.8m centres plus groups of native broadleaves in tree shelters and shrubs (maximum 2.0m centres) at the transition between the plantation edge and the more open dune land.

Activity 7.2 Carry out thinning and small scale felling and replanting using “low impact” silviculture.

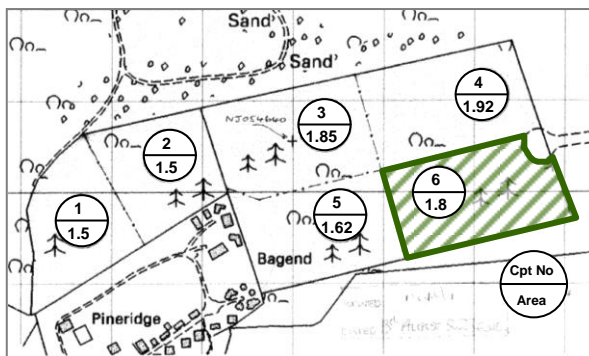
“Low impact” silvicultural systems (sometimes referred to as “continuous cover forestry”) is a broad term referring to alternative systems of silviculture to clearfelling and replanting, the latter being the dominant system used in UK forestry due mostly to fact that most of our forests are planted on exposed upland sites with wet soils. Low impact or “irregular” systems offer opportunities to extend rotation lengths and to diversify woodland structure and provide a more “naturalised” feel to woodlands where soil conditions and exposure are favourable.

The key to success in implementing irregular systems, however, does require a sound technical knowledge of silviculture, intimate knowledge of the species and stands concerned, commitment to long term management and a certain amount of opportunism as results relying solely on natural regeneration cannot always be guaranteed!

Due to the mainly even-aged “mid-rotation” nature of Wilkies Wood, proactive management will be desirable - over the medium to long term - to “restructure” the woodlands to provide a more varied range of age classes and to facilitate the progressive replacement of Corsican and Lodgepole pine and further introduction of native broadleaves, fruit trees and other woodland shrubs. This will necessarily involve some further felling in the short to medium term (i.e. in addition to the windblow clearance in Cpt 3) - albeit on a small scale.

An area identified as the highest priority to commence the above restructuring process is Compartment 6, at the eastern end of the Wood (see Map 3 below) where wind damage is advancing and the benefits of thinning would be heavily outweighed by the risk of further windblow. This would involve the felling or part (the precise area to be decided) - of the compartment and would require the assistance of an external harvesting contractor to fell, cross cut and stack the timber for future use by the community. A Felling Licence would be required.

Map 3 Wilkies Wood, Cpt6 – priority area for regeneration felling



Replanting would be with Scots pine (at a stocking density of no less than 2500 trees per ha) and groups of native broadleaves and fruit trees along the southern boundary. The replanting of the Scots pine should be delayed by at least one, if not two, planting seasons to help reduce the likelihood of attack by large pine weevil (*Hylobius abietis*). The replanting should also be protected against roe deer. Indicative costs for felling, extraction, stacking and replanting have been included in the Financial Forecast in Table 3.

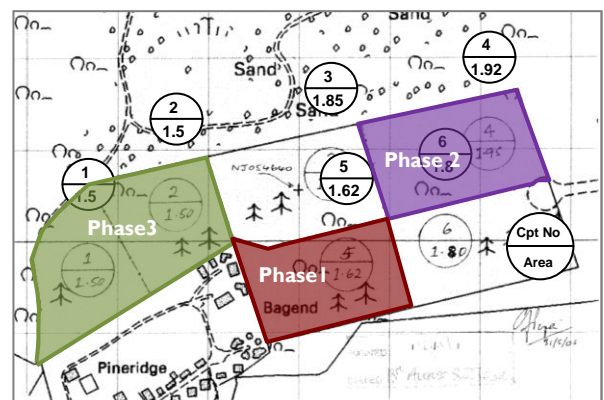
The other immediate priority for Wilkies Wood is the selective thinning of the remaining compartments. Whilst some thinning has taken place over the past few years all the stands have become overstocked (too dense) and the thinning out of poorer quality, often suppressed trees is necessary in order to provide more light to the forest floor, concentrate future growth on the better quality stems and in the longer term to begin to encourage natural regeneration within the “under storey”.

Future thinning will be a highly sensitive operation in Wilkies Wood as some stands have been freshly exposed to northerly winds due to the windblow in Compartment 3 and the intensity of thinning will need to take this into account. Appropriate thinning is also necessary to reduce the potential fire hazard adjacent to residential property (see also 9.3).



In more commercial situations, the areas concerned would be thinned simultaneously by external contractors. However, as the thinning in Wilkies Wood will be carried out by the local community, it would be more practical to phase the thinning over the next, say, 3-5 years – see Map 4 below. Compartment 5 would be the immediate priority followed by Compartment 4 and then Compartments 1 and 2. Professional assistance for the marking of the thinnings will be required, as will an approved Felling Licence.

Map 4 Wilkies Wood, phasing of thinning



Activity 7.3 Develop a deer control policy.

The presence of roe deer will create a direct threat to the successful replanting and natural regeneration of woodland and other areas within the hinterland. Control measures might include individual protection of trees using tree shelters, further erection of deer fencing and/or culling.

Activity 8.1 Evaluate the potential for using roundwood harvested from Wilkies Wood to supply local wood fuel requirements and firewood outlets.

This could provide opportunities to demonstrate the integration between sustainable land management and renewable fuel production, for example by contributing to the supply stream to the proposed biomass boiler for the Findhorn Foundation's Universal Hall and other buildings.

Activity 8.2 Continue to develop and manage the green burial site.

A working group comprising representatives of FHG, Duneland Ltd and the New Findhorn Association (NFA) is currently taking forward proposals to further develop the green burial site in an area of Wilkies Wood (see Map 2) as a business that could help generate sustainable income that would partly be used to contribute to the future management of the hinterland. There is potential for some 300-400 lairs over an area of approximately one third of a hectare and for the business to be run as a working partnership between the above organisations.

Activity 8.3 Develop the grassland as pasturage for pony related activities.

Pony trekking in the hinterland

Photo: Heather Paul

Duneland Ltd has indicated that subject to agreeing specific details, a proposal by the Hinterland Group to permanently fence off part of the area of grassland to the east of Wilkies Wood and a thin strip to the south bordering on the Bichan's field for horse and/or pony grazing would be acceptable. The benefits would include long-term income to Duneland Ltd / the Hinterland Group, the possibility of using the horses for land management and conservation purposes on other areas of the property, such as the Park and Cullerne which could involve reducing vegetation in fire break areas, log hauling in the woods and reducing the spread of gorse in others, increasing biodiversity by having

the grazing land under a different management regime than other areas of the property and the psychological benefit of having horses as part of the Park community. Young people could also be encouraged to pursue positive, healthy outdoor pursuits which get them involved with the issues of managing land, equipment and themselves.

Activity 8.4 Consider the rental of land to Findhorn Wind Park Ltd for development of further wind power generation.

Photo: Heather Paul

Objective 9

Ensure that all land management operations are carried out in ways that safeguard the safety and protection of all those involved in using and working on the hinterland.

Activity 9.1 Carry out a general risk assessment for the hinterland area.

For public liability insurance purposes and to help safeguard their positions regarding general health and safety matters, the Hinterland Group and Duneland Ltd will each undertake a general site risk assessment. This will be reviewed regularly and will include an annual tree safety inspection to identify any particular risks and any necessary remedial works.

Activity 9.2 Draw up and implement a Health and Safety Policy.

This will cover the full scope of the activities in the hinterland and woodlands with particular regard to:

- ◆ any impact on third parties including contractors, volunteers and the general public;
- ◆ forestry operations;
- ◆ provision of training, where appropriate, to volunteers;
- ◆ dangerous trees or other potential hazards;
- ◆ access and other infrastructure.

The Hinterland Group and Duneland Ltd need to ensure that all those undertaking land management activities will have received adequate instruction and/or relevant training and

/or be suitably experienced to ensure that they are competent in the tasks being undertaken.

Activity 9.3 Draw up a Fire Plan for the hinterland.

A Fire Plan will be drawn up in consultation with neighbouring landowners and the local Fire Service. It will highlight key risk areas, for example in Zone 1 near the Heathneuk houses, set out procedures and responsibilities for responding to fire within the hinterland area, and incorporate plans of all relevant access points for fire fighting purposes, location of any available internal water sources, relevant contact numbers and a Fire Plan distribution list. The Findhorn Foundation has specifically requested reducing the fire risk from trees on the southern edge of Wilkies Wood.

Objective 10

Develop a programme of skills training that will enable broader community involvement in the future management of the hinterland.

Activity 10.1 Facilitate woodland-related skills training.

For operations requiring specialist professional skills such as tree surgery and felling, it will be necessary to engage appropriately qualified and

trained contractors. However, there is considerable scope for community involvement and volunteer work in the management of hinterland across a spectrum of activities. This in turn offers opportunities to provide or facilitate relevant skills training, either internally or to external organisations and to use the woodlands as a training facility.

Such training could include woodland skills such as path construction, use of motorised hand tools (chainsaw / scrub cutters), horse extraction, green woodworking, charcoal making, dry stone walling, log cabin building, willow basket making and the harvesting and processing of timber for renewable energy.



A Gordonstoun School Conservation Group work party draws breath...

Photo: Heather Paul

This Section provides a summary Action Plan incorporating the management activities outlined in Section 6 above, each assigned a **level of**

priority and approximate **time-scale**. The Action Plan then forms the framework for the Financial Forecasts in Section 8.

Table 2 Summary Action Plan

Activity		Target Zone	Timing (Plan Year)	Priority Level	Who? (including partner organisations)
Objective 1: Encourage and develop community involvement, communications and skills by sharing experience with other community groups.					
1.1	Organise community events & work parties	All	Monthly / bi-monthly	HIGH	FHG volunteers
1.2	Facilitate community training	All	On-going	MEDIUM	Contractors / FHG
1.3	Produce a regular Findhorn Hinterland Group Newsletter & Annual Review	All	Bi-annual	MEDIUM	FHG
1.4	Develop a Hinterland Group web site	All	2009/10	MEDIUM	Contractors / FHG
1.5	Organise / host / attend knowledge-sharing events	All	2010/11	MEDIUM	FHG /other community groups / CWA
Objective 2: Create a deeper understanding of the ecology and natural history of the hinterland.					
2.1	Create and maintain a photographic record of the biodiversity of the hinterland.	All	On-going	MEDIUM	FHG / consultants
2.2	Establish a long term programme of ecological and natural history surveys of the hinterland.	All	2010/11	MEDIUM	FHG / consultants
2.3	Provide signage & interpretation.	All	2010/11	MEDIUM	Contractors
Objective 3: Develop a programme of woodland arts and other cultural events and activities.					
3.1	Develop arts and other events	All	2010/11	LOW	Moray Arts Centre / Kinloss Primary
Objective 4: Release and enhance the hinterland's potential as a place that offers healthy exercise, recreational facilities and provision of other community resources.					
4.1	Maintain and enhance the access network.	All	Annual	MEDIUM	FHG / Contractors / volunteers
4.2	Develop "youth-friendly" recreational facilities in Wilkies Wood.	Mainly 3	2010/11	MEDIUM	FHG / Contractors / volunteers
4.3	Provide / develop community gathering spaces.	Mainly 3	On-going	MEDIUM	FHG / volunteers
4.4	Continue to provide a green burial site.	3	On-going	HIGH	FHG/ DL / NFA
4.5	Provide an area for ceremonial tree planting.		On-going	MEDIUM	FHG / DL / volunteers / Findhorn Tree Group
4.6	Encourage appropriate equine activities	All	On-going	HIGH	FHG / DL / volunteers
Objective 5: Encourage the involvement of children and young people in the management and enjoyment of the hinterland as an educational resource.					
5.1	Develop environmental education linkages with local schools	All	On-going	HIGH	FBH / "Wild Things!" / SNH / local schools / FEI
5.2	Host Forest School courses	Mainly 3	On-going	HIGH	FHG / "Wild Things!" / Moray FEI Cluster
5.3	Construct a Forest School classroom / log cabin	Mainly 3	2009/10	MEDIUM	FHG/ DL / Gordonstoun Conservation Group /
5.4	Provide an information and resource pack featuring the hinterland and its management.	All	From 2010/11	LOW	FHG / FCS/ FEI Cluster / Wild Things!

Table 2 Summary Action Plan (continued)

Activity		Target Zone	Timing	Priority Level	Who? (including partner organisations)
Objective 6: Restore and enhance the health, biodiversity value & attractiveness of the hinterland					
6.1	Expand the biodiversity of the land where appropriate and protect its ecosystems through appropriate management.	All	On-going	MEDIUM	FHG/ DL / Volunteers
6.2	Encourage the use of footpaths that limit erosion and damage to lichen populations.	All	On-going	HIGH	FHG/ DL / Volunteers
6.3	Supplement the management of Wilkies Wood in ways that support wildlife.	3	On-going	MEDIUM	FHG/ DL / Volunteers
6.4	Actively manage and control the spread of invasive species.	All	On-going	HIGH	FHG/ DL / Gordonstoun Conservation Group /
6.5	Maintain and create firebreaks in the dense gorse areas.	1 & 2	On-going	HIGH	FHG/ DL / Volunteers
6.6	Extend the use of horses or other animals for conservation grazing and gorse management.	Mainly 4	On-going	MEDIUM	FHG/ DL / Volunteers
Objective 7: Manage Wilkies Wood using low impact silvicultural systems.					
7.1	Complete the clearance and replanting of the windblown area in Wilkies Wood.	3	2010/11	HIGH	FHG/ DL / Volunteers
7.2	Carry out thinning and small scale felling (and regeneration) using "low impact" silviculture.	3	From 2009/10	HIGH	FHG/ DL / Consultants/ Contractors
7.3	Develop a roe deer control policy.	All	From 2009/10	MEDIUM	
Objective 8: Explore and develop the economic benefits, employment and income yielding potential of the hinterland and Wilkies Wood.					
8.1	Evaluate the potential for using roundwood harvested from Wilkies Wood to supply local wood fuel requirements and firewood outlets.	3	On-going	HIGH	Link with 7.3 FHG/ DL
8.2	Continue to develop and manage the green burial site.	3	On-going	HIGH	FHG/ DL / NFA
8.3	Develop the grassland as pasturage for pony related activities.	4	On-going	HIGH	FHG/ DL / Volunteers
8.4	Consider the rental of land to Findhorn Wind Park Ltd for development of further wind power generation.	3	On-going	LOW	FHG/ DL
Objective 9: Ensure that all land management operations and activities are carried out safely.					
9.1	Carry out a general risk assessment for the hinterland area and Wilkies Wood	All	2009/10	MEDIUM	FHG / DL / Consultants/ Contractors
9.2	Draw up a Health and Safety Policy	All	2009/10	HIGH	FHG / DL / Consultants
9.3	Draw up a Fire Plan for the hinterland.	All	2009/10	HIGH	FHG/ DL / Consultants
Objective 10: Develop a programme of appropriate skills training.					
10.1	Facilitate woodland-related skills training	All	On-going	MEDIUM	FHG / DL

8.1 Financial Forecasts

An outline forecast of expenditure and revenue for the three year period 2009-12 is provided in Table 3 over.



The forecasts of costs are indicative and where appropriate based on experience of similar activities carried out elsewhere. Some “external” costs have been modified to take into account that a number of the scheduled activities may be carried out on a voluntary basis or as part of training events, thus removing a

significant element of professional or contractor costs.

It should also be noted that:

- ◆ No account has been taken of inflation over the 3 year period.
- ◆ Costs are inclusive of (non-refundable) VAT where anticipated.

8.2 Funding Strategy

8.2.1 Overall Funding Strategy

Implicit in pursuing their joint vision and aspirations is Duneland Ltd and The Hinterland Group’s desire to achieve longer term financial sustainability by progressively using internally generated income to fund its future activities thereby reducing dependence on external public and private funding, for which priorities and availability change and cannot be guaranteed.

However, the forecasts for the first three-year period of the Management Plan indicate that external funding of some £26,000 will be needed to supplement the estimated combined income of some £30,000 generated by Duneland Ltd and the Hinterland Group in order to implement the Action Plan as outlined in Section 7.

Whilst an important role of this Management Plan is demonstrate to potential funding bodies that the Hinterland Group and Duneland Ltd have jointly developed clear thinking as to how they intend to achieve their vision, aims and objectives, it also sets out an initial mechanism whereby income internally generated from the management of the hinterland - for example from green burials, timber / firewood production and wind energy - will be disbursed

between the Hinterland Group and Duneland Ltd.

The allocation of this income may also be influenced by the level of intervention available from external funding sources (whether public or private). Some funding may be applied for directly by the Hinterland Group whilst Duneland Ltd may apply for other funds subject to individual funding body’s criteria for applicants.

Mechanisms and procedures will thus need to be put in place that will ensure that the application, structure, administration and accountability of funding is clearly understood and approved by Duneland Ltd, the Hinterland Group and any funding body(s) as appropriate on an activity by activity or project basis.

Clearly prioritisation of activities may also have to be altered or reviewed to reflect availability of relevant funding.

8.3 Distribution of Internal Income

For this Management Plan period it is envisaged that the various internally generated income streams would be split on a project by project basis, reflecting the initial investment in setting up the schemes, the ongoing input in running them and the fact that the land is owned by Duneland Ltd. Thus,

- ◆ wind turbine income would be retained exclusively by Duneland Ltd;
- ◆ firewood sales would involve a payment to Duneland Ltd of £5/ tonne load as an equivalent to the standing price of the wood extracted but other income generated from the sale of firewood would be retained by the Hinterland Group to reflect their effort and expense in generating this;
- ◆ horse grazing rental would accrue to the Hinterland Group subject to £5/horse/month to Duneland Ltd for the use of the land;
- ◆ green burial income would retained by Duneland Ltd who would subsequently pay £100/ burial and £50/ lair reservation to the Hinterland Group for their setting up and management of this facility.

The distribution of income from other land management projects (as yet not identified in this Plan) would be based on similar criteria as

set out above. These arrangements would not preclude Duneland Ltd from donating further monies and/or in-kind resources to the Hinterland Group to encourage and support their long-term aspirations and to help fund specific joint projects referred to in the Management Plan.

Capital funds generated for projects by the Hinterland Group and Duneland Ltd would be taken into consideration and be reflected in a land purchase price if and when a community buyout was considered.

8.4 External Funding Sources

8.4.1 Scottish Rural Development Programme

The Scottish Government's new Scottish Rural Development Programme (SRDP) was launched in February 2008. The SRDP is a £1.6 billion programme of economic, environmental and social measures designed to develop rural Scotland over the next seven years. It includes measures to address economic and social goals as well as environmental measures. It is outcome-focused and primarily aims to deliver a Greener Scotland and to promote a "Wealthier and Fairer" rural Scotland, contributing to the Government's Healthier and Smarter objectives and strengthening rural communities.

SRDP brings together a wide range of formerly separate support schemes including those covering the farming, forestry and primary processing sectors, rural enterprise and business development, diversification and rural tourism. It includes measures to support and encourage rural communities and delivers the LEADER initiative for local innovation in rural areas. Rural Development Contracts - Rural Priorities (RDC - RP) is an integrated funding mechanism which will deliver targeted environmental, social and economic benefits. It is designed to contribute to the delivery of the Scottish Government's strategic objectives through "Regional priorities" for each of the 11 Scottish regions, including Grampian.

"Rural Priorities" is a competitive mechanism to ensure that contracts are awarded for the proposals which are best able to deliver the agreed regional priorities. They have been established to aid the delivery of the five key outcomes of the SRDP:

- ◆ business viability and competitiveness
- ◆ water quality
- ◆ adaptations to mitigate climate change
- ◆ biodiversity and landscapes
- ◆ thriving rural communities

Regional priorities offer an indication of which outcomes are considered to be of greatest importance within each of the 11 regions and which actions would best deliver these. These priorities are set out across 3 broad axes:

- ◆ Business Viability and Competitiveness
- ◆ Biodiversity
- ◆ Rural Communities

There are 32 regional priorities for Grampian and Moray - these can be viewed at www.openscotland.gov.uk/Topics/Rural/SRDP/RuralPriorities/GrampianandMoray

8.4.2 Forestry for People Challenge Fund

Forestry Commission Scotland's Forestry for People Challenge Fund was launched in mid 2008.

Both the SRDP and the Forestry for People funding are likely to offer the Hinterland Group and Duneland Ltd funding opportunities to support the Management Plan activities.

8.4.3 Other funding sources

Other potential public agencies that offer grant funding that could be applied for include:

- ◆ Forestry Education Initiative (FEI)
- ◆ Scottish Natural Heritage
- ◆ The Landfill Community Fund (requires ENTRUST registration)
- ◆ HIE Moray (through its Community Grants Programme)
- ◆ The new LEADER programme (an element of the SRDP - see above)
- ◆ The Scottish Community Foundation
- ◆ BIG Lottery funding (eg, the Heritage Lottery Fund, Awards for All)

A matrix showing how the range of proposed management activities might typically be funded is provided in Table 3. Some of these may require the applicant to be a registered charity (see Section 9.1). However, this list is by no means exclusive and there are numerous other private Trusts and sources of funding that might that be available.

Table 3. Expenditure & Revenue Forecast 2009-12

Activity		Timing & (££)			
		09/10	10/11	11/12	Totals
Expenditure					
Objective 1: Encourage and develop community involvement, communications and skills by sharing experience with other community groups.					
1.1	Organise community events & work parties	350	250	250	850
1.2	Facilitate community training	2,375	1,375	1,375	5,125
1.3	Produce a regular Findhorn Hinterland Group Newsletter & Annual Review	-	250	250	500
1.4	Develop a Hinterland Group web site	450	150	150	750
1.5	Organise / host / attend knowledge-sharing events	-	1,000	-	1,000
Sub total		3,175	3,025	2,025	8,225
Objective 2: Create a deeper understanding of the ecology and natural history of the hinterland.					
2.1	Create and maintain a photographic record of the biodiversity of the hinterland.	75	75	75	225
2.2	Establish a long term programme of ecological and natural history surveys of the hinterland.	-	1,500	-	1,500
2.3	Provide signage & interpretation.	-	1,500	1,500	3,000
Sub total		75	3,075	1,575	4,725
Objective 3: Develop a programme of woodland arts and other cultural events and activities.					
3.1	Develop arts and other events	-	500	-	500
Sub total		-	500	-	500
Objective 4: Release and enhance the hinterland's potential as a place that offers healthy exercise, recreational facilities and provision of other community services such as green burial sites.					
4.1	Maintain and enhance the access network.	250	250	250	750
4.2	Develop "youth-friendly" recreational facilities in Wilkies Wood.	-	7,500	-	7,500
4.3	Provide / develop community gathering spaces.	-	-	-	-
4.4	Continue to provide a green burial site.	1,200	500	500	2,200
4.5	Provide an area for ceremonial tree planting.	50	50	50	150
4.6	Encourage appropriate equine activities	100	100	100	300
Sub total		1,600	8,400	900	10,900
Objective 5: Encourage the involvement of children and young people in the management and enjoyment of the hinterland as an educational resource.					
5.1	Develop linkages with local schools	-	-	-	-
5.2	Host Forest School courses	1,000	1,000	1,000	3,000
5.3	Construct a Forest School classroom / log cabin	7,000	-	-	7,000
5.4	Provide information and resource packs	-	250	250	500
Sub total		8,000	1,250	1,250	10,500
Objective 6: Restore and enhance the health, biodiversity value & attractiveness of the hinterland					
6.1	Expand the biodiversity of the land where appropriate and protect its ecosystems	-	-	-	-
6.2	Encourage the use of footpaths that limit erosion and damage to lichen populations.	-	-	-	-
6.3	Supplement the management of Wilkies Wood in ways that support wildlife.	150	150	150	450
6.4	Manage and control the spread of invasive species.	250	250	250	750
6.5	Maintain and create firebreaks in the dense gorse areas.	500	250	250	1,000
6.6	Extend the use of horses or other animals for conservation grazing and gorse management.	200	200	200	600
Sub total		1,100	850	850	2,800

Table 3. Expenditure & Revenue Forecast 2009-12 (continued)

Activity		Timing & (££)			
		09/10	10/11	11/12	Totals
Objective 7: Manage Wilkies Wood using low impact silvicultural systems.					
7.1	Complete the clearance and replanting of the windblown area in Wilkies Wood.	-	2,500	1,000	3,500
7.2	Carry out thinning and small scale felling (and regeneration) using "low impact" silviculture. Includes felling in and replanting Cpt 6.	1,750	3,000	1,000	5,750
7.3	Develop a roe deer control policy.	-	-	-	-
Sub total		1,750	5,500	2,000	9,250
Objective 8: Explore and develop the economic benefits, employment and income yielding potential of the hinterland and Wilkies Wood.					
8.1	Evaluate the potential for using roundwood harvested from Wilkies Wood to supply local wood fuel requirements and firewood outlets.	-	-	-	-
8.2	Continue to develop the green burial site.	-	-	-	-
8.3	Develop the grassland as pasturage for pony related activities.	-	-	-	-
8.4	Consider the rental of land to Findhorn Wind Park Ltd for development of further wind power generation.	-	-	-	-
Sub total		-	-	-	-
Objective 9: Ensure that all land management operations and activities are carried out safely.					
9.1	Carry out a general risk assessment for the hinterland area and Wilkies Wood	350	-	-	350
9.2	Draw up a Health and Safety Policy	350	-	-	350
9.3	Draw up a Fire Plan for the hinterland.	250	-	-	250
Sub total		950	-	-	950
Objective 10: Develop a programme of appropriate skills training.					
10.1	Facilitate woodland-related skills training	-	-	-	-
Other Expenditure:					
Public Liability Insurance		300	300	300	900
Professional fees (surveys, GIS, forestry, management plan etc.)		11,500	-	-	11,500
Affiliations / membership (eg CWA, BTCV)		50	50	50	150
Sub total		11,850	350	350	12,550
TOTAL EXPENDITURE		8,500	22,950	8,950	60,400
Internal Income					
Pony field income		1,000	1,500	1,000	3,500
Wind turbines		2,500	2,500	2,500	7,500
Green burials		5,000	5,000	5,000	15,000
Memorial trees		150	150	150	450
Sales of timber / firewood		1,100	1,100	1,100	3,300
Sub total		9,750	10,250	9,750	29,750
Grant Income					
BCTV Chestnut Fund		350			350
HIE Community Land Unit (approved)		2,000			2,000
FCS Forestry for People Challenge Fund (approved)		7,500			7,500
Sub total		9,850			9,850
TOTAL INCOME		19,600	10,250	9,750	39,600
NET INCOME (FUNDING GAP)		- 8,900	- 12,700	800	- 20,800

Table 4. Matrix showing possible funding streams for proposed Management Activities

Management Objective / Activity		Possible Funding Streams											
		Duneland Ltd Contribution	SRDP (Rural Priorities)	FCS F4P Challenge Fund	LEADER	HIE Community Grants	Community Landfill Fund	SNH	BIG Lottery (Awards for All, HLF)	Forestry Education initiative	Scottish Community Foundation	Scottish Arts Council	Private Trust Funding / Other
Objective 1: Encourage and develop community involvement, communications and skills by sharing experience with other community groups.													
1.1	Organise community events etc	✓		✓	✓	✓		✓			✓		
1.2	Facilitate community training	✓		✓	✓	✓		✓			✓		✓
1.3	Produce regular Findhorn Hinterland Group Information				✓								
1.4	Develop a web site				✓	✓							
1.5	Organise / host / attend knowledge-sharing events	✓		✓	✓	✓		✓					
Objective 2: Create a deeper understanding of the ecology and natural history of the hinterland.													
2.1	Create and maintain a photographic record of the hinterland biodiversity	✓	✓					✓					
2.2	Establish a long term programme of ecological and natural history surveys	✓	✓					✓					
2.3	Provide signage & interpretation	✓	✓			✓	✓	✓					
Objective 3: Develop a programme of woodland arts and other cultural events and activities.													
3.1	Develop arts and other events	✓		✓	✓	✓		✓			✓	✓	
Objective 4: Release and enhance the hinterland's potential as a place that offers healthy exercise, recreational facilities and provision of other community services such as green burial sites.													
4.1	Maintain and enhance the access network	✓	✓		✓	✓	✓	✓			✓		
4.2	Develop "youth-friendly" recreational facilities	✓		✓	✓	✓			✓		✓		✓
4.3	Provide / develop community gathering spaces	✓		✓							✓		✓
4.4	Continue to provide a green burial site.	✓		✓	✓	✓			✓				✓
4.5	Provide an area for ceremonial tree planting	✓				✓		✓			✓		✓
4.6	Encourage appropriate equine activities	✓		✓	✓	✓							
Objective 5: Encourage the involvement of children and young people in the management and enjoyment of the hinterland as an educational resource.													
5.1	Develop environmental education linkages with local schools	✓		✓	✓	✓		✓		✓	✓		✓

Table 4 (continued)

5.2	Host Forest School courses	✓		✓	✓	✓		✓		✓	✓		✓
5.3	Construct a Forest School classroom / log cabin	✓		✓	✓	✓		✓		✓	✓		✓
5.4	Provide an information and resource pack featuring the hinterland and its management	✓		✓	✓	✓		✓	✓	✓	✓		✓
Objective 6: Restore and enhance the health, biodiversity value & attractiveness of the hinterland.													
6.1	Expand the biodiversity of the land where appropriate and protect its ecosystems through appropriate management	✓	✓			✓	✓	✓			✓		✓
6.2	Encourage the use of footpaths that limit erosion and damage to lichen populations.	✓	✓		✓			✓	✓				
6.3	Supplement the management of Wilkies Wood in ways that support wildlife	✓	✓			✓	✓	✓					✓
6.4	Actively manage and control the spread of invasive species.	✓	✓					✓			✓		✓
6.5	Maintain and create firebreaks in the dense gorse areas	✓	✓					✓			✓		✓
6.6	Extend the use of horses or other animals for conservation grazing and gorse management	✓		✓	✓	✓		✓			✓		✓
Objective 7: Manage Wilkies Wood using low impact silvicultural systems.													
7.1	Complete the clearance and replanting of the windblown area in Wilkies Wood.	✓	✓					✓			✓		✓
7.2	Carry out thinning and small scale felling (and regeneration) using "low impact" silviculture.	✓	✓										
7.3	Develop a deer control policy	✓	✓										
Objective 8: Explore and develop the economic benefits, employment and income yielding potential of the hinterland and Wilkies Wood.													
8.1	Evaluate the potential for using roundwood harvested from Wilkies Wood to supply local wood fuel	✓	✓	✓	✓	✓							✓
8.2	Continue to develop and manage the green burial site	✓		✓	✓	✓							✓
8.3	Develop the grassland as pasturage for pony related activities.	✓			✓								✓
8.4	Consider the rental of land to Findhorn Wind Park Ltd for development of further wind power generation	✓			✓	✓							✓
Objective 9: Ensure that all land management operations and activities are carried out safely.													
9.1	Carry out a general risk assessment for the hinterland area and Wilkies Wood	✓		✓	✓								
9.2	Draw up a H & S Policy	✓		✓	✓								
9.3	Draw up a Fire Plan for the hinterland	✓		✓	✓	✓					✓		✓
Objective 10: Develop a programme of appropriate skills training.													
10.1	Facilitate skills training	✓		✓	✓	✓			✓	✓	✓		✓

9.1 Management Structure

9.1.1 Duneland Ltd

Full details of the Management Structure and the role and responsibilities of the Directors of Duneland Ltd are set out in the company's Memorandum and Articles of Association.

9.1.2 The Findhorn Hinterland Group

The Constitution of the Hinterland Group can be found at Appendix II. There is a Management Committee which meets regularly, normally on a monthly basis, that is tasked with co-ordinating and managing the day-to-day activities of the Group and with liaising with Duneland Ltd, as follows:

Davina Thomas - chair/ communication/ contact for Community Woodland Association / volunteer group liaison/ funding application advice/ ecology records

Kristy Puplett - secretary

Heather Paul – treasurer and photographic recorder of events and ecology

Jonathan Caddy (A Director of Duneland Ltd) - green burial set-up/ organisation of volunteers / Duneland Ltd representative

Mo Hyde - membership secretary

Christine Negus - grasslands

Em Magenta - forestry, pony projects

Fay Blackburn - NFA liaison

David Bell – ecology advisor

Sash Angus – Wild Things! liaison

Craig Gibsone – woodland construction

At present Elizabeth Tonsberg and Joan Wilmot are acting as co-ordinators for social events on the Hinterland.

9.1.3 Becoming a Charity

A key consideration for the Management Committee is to assess the benefits (or otherwise) of the Group applying for recognition as a Scottish Charity.

One key benefit of registering as a charity (through OSCR – the Office of the Scottish Charity Regulator) would be the opening up of potentially wider funding opportunities, having charity status commonly being an eligibility criterion for many funding bodies.

The FHG already has in place two of the key requirements for applying to become a recognised charity, namely an agreed constitution and clear documentation of its aims, objectives and activities as set out in this Management Plan. The Constitution may, however, have to be amended slightly to accommodate demonstrate that the Group will operate in accordance with OSCR regulations, and to state its *charitable objectives*.

9.2 Management Agreement

The Management Agreement sets out the basis for future community involvement and joint participation in the future management of the hinterland and how the Hinterland Group and Duneland Ltd will work together.

Endorsed by the Hinterland Group and Duneland Ltd in 2008, the Agreement is structured as an initial one year Agreement giving both parties the opportunity to review progress and also refine the Agreement as appropriate. Thereafter it is the intention of both parties that the Agreement would provide a rolling 5 year basis for taking forward the management of the Hinterland over the long term thus ensuring that management can be effective and sustainable and that any public and/or private funding will have maximum community and public benefit. The Management Plan will provide the framework for the operational activities.

The full text of the Management Agreement is provided in Appendix I.

Monitoring and review of progress in relation to delivery of our strategic aims, objectives and Action Plan will be an essential element of The Hinterland Group and Duneland Ltd's on-going activity within the local community. The monitoring and review process will be a key remit of the Group's Management Committee (see Section 10 above) and will be carried out on regular basis as part of the Committee's approximately monthly meeting schedule.

Reports on progress of the Management Plan will also form an essential part of the Group's AGM and Annual Reviews, when the wider

community membership will be invited to judge both the degree of success achieved and the effectiveness of the Groups management structure and the appropriateness of the management Agreement with Duneland Ltd.

The programme of activities and priorities has been set out against each of the operational objectives in Section 7. Monitoring will comprise of comparing actual achievements to the activities contained within the Action Plan. Review of the Management Plan itself and its various key components will be carried out in accordance with the Table 4 below.

Table 4. Monitoring and Review Schedule

Item	Review Period
Management Agreement	Review and renew as appropriate in 2010.
Whole Management Plan (including Vision, Strategic Aims & Woodland Management Policy)	5 Yearly (first review 2013)
Plan Objectives & Activities	Review after 3 years (first review 2010)
Prioritisation of Activities	6 monthly
Action Plan	Annually
Forecast of Revenue & Expenditure	6 monthly
Income and funding	6 monthly
Generic Risk Assessment	Annually
Health & Safety Policy	Annually

APPENDIX I

**MANGEMENT AGREEMENT
BETWEEN DUNELAND LTD
&
THE FINDHORN HINTERLAND GROUP**

This is a **Management Agreement** between the following parties:

DUNELAND LTD a Private Limited Company incorporated under the Companies Acts, (Company No. SC174358) and having its registered office at 272, The Park, Findhorn, Forres, Moray IV36 3TZ; and

FINDHORN HINTERLAND GROUP, an unincorporated association with its correspondence address at 68, Findhorn, Forres, Moray, IV36 3YF.

Under this Agreement, Duneland Ltd and Findhorn Hinterland Group (hereafter referred to as "the Parties") have agreed to enter into a formal agreement to demonstrate, and to provide the basis and working framework for, community involvement and joint participation in the future management of the land belonging to Duneland Ltd for the delivery of mutual benefits to both the landowner and the local community of Findhorn and surroundings.

The area of land concerned extends to 84 hectares or thereby shown outlined in red on the attached map (herein referred to as "the Subjects") signed by both Parties.

The key elements of the Agreement are as set out in the following Clauses:

- 1 The Parties will manage the Subjects together under the terms of this Agreement with the aim of producing the economic, social and environmental benefits which sustainable woodland and land management in general can provide for the local community in and around Findhorn and visitors to the area, which benefits are true and consistent with the objectives of the Duneland Ltd as set out in its Memorandum and Articles of Association and the objectives of the Findhorn Hinterland Group as set out in its Constitution.
- 2 Notwithstanding Clause 1, the terms of this Agreement shall in no circumstances whatsoever be construed so as to conflict with or exceed duties and/or responsibilities conferred upon Duneland Ltd by statutory or title condition relating to the Subjects and, in the event of any such conflict, then the provisions of this Agreement shall be deemed to be amended, modified or varied so as to avoid any such conflict.
- 3 Notwithstanding the date of the signing of this Agreement, the Agreement will come into effect from 1st April 2009. The Agreement will operate for a one year trial period until 31st March 2010 after which the terms of Agreement may be reviewed and either Party may exercise the right to terminate the Agreement. By mutual agreement between both Parties to amend and/or extend the Agreement, such an extension will be for successive periods of 5 year or such further period as the Parties may agree.

The terms of this Agreement will be binding on both Parties and successor Directors of Duneland Ltd and successor members of the Findhorn Hinterland Group for the duration of the Agreement that is in operation at the time.

- 4 Subject to Clause 2, all matters involved in the interpretation and implementation of this Agreement and the management of the Subjects will be agreed by the Parties on the basis of consensus and unanimity of view between the Parties, with neither Party withholding their agreement on any matter unreasonably. However, should any dispute arise between the Parties, the provisions of Clauses 11 and 12 below will apply.
- 5 The Parties will agree within three months of the signing of this Agreement a 5-year Management Plan covering the period to 31st March 2013. The Parties agree to review and revise as necessary the said Management Plan annually by 1st October in each year, such revised Management Plan to cover the five year period beginning on 1st April in the year following such review.

- 6 (a) The Parties will aim to manage the Subjects to recognised cent standards of sustainable forest and land management generally. To fulfil this aim, Duneland Ltd will seek to obtain the resources necessary for the discharge of its statutory obligations and other responsibilities as heritable proprietor of the Subjects and Findhorn Hinterland Group will seek to secure additional resources for the management of the Subjects as appropriate.
- (b) Duneland Ltd reserves the right to manage parts of the Subjects to facilitate development of land within the settlement boundary.
- 7 (a) The Parties will agree all the activities to be carried out to implement this Agreement and the relevant aspects of the aforementioned Management Plan within the Subjects and to manage the Subjects accordingly.
- (b) The Parties will agree which of the activities are to be carried out directly by Duneland Ltd (or by their contractors appointed by them) or by Findhorn Hinterland Group.
- (c) Findhorn Hinterland Group will be entitled to use, with the prior agreement of Duneland Ltd, suitably experienced and qualified contractors and sub-contractors to undertake any activities relative to the Subjects, with such contractors and sub-contractors being based as locally as reasonably possible to Findhorn and surrounding areas (as defined by the Forres postcode IV36), all other relevant factors being considered.
- (d) The Parties will liaise fully with each other in respect of all activities being carried out on the Subjects, whether such activities are being carried out by Duneland Ltd or Findhorn Hinterland Group or subject to a contract with a third party.
- (e) A member of the Duneland Ltd Board, or a person nominated by the Board, will be entitled to membership, and any accompanying voting rights, of the Findhorn Hinterland Group Management Committee.
- 8 (a) For the duration of the currently valid Agreement, Findhorn Hinterland Group will be permitted access to the Subjects for all purposes related to the terms of the Agreement and the management of the Subjects, including any agreed contracts being undertaken by The Findhorn Hinterland Group.
- (b) Each Party carrying out any activities in terms of the Agreement will ensure that all appropriate statutory and non-statutory consents, licenses and/or other relevant authorisations required to carry out any such activities to be undertaken on the Subjects, are obtained prior to the said activities being undertaken.
- 9 (a) Each Party will be indemnified by the other Party hereto against all claims, liabilities, costs and demands relating to or arising out of injury, damage or loss caused by or arising out of the other Party's activities under this Agreement or any failure by the said other Party to comply with its obligations hereunder.
- (b) Both parties will be responsible for maintaining its own public liability insurance in respect of its use and management of the Subjects in the sum of not less than £5,000,000 or such higher sum as might from time to time be agreed by the Parties as reasonable, and each party shall exhibit evidence of such insurance to each other at any time that they might reasonably require.
- 10 (a) Any representation by either of the Parties of the terms of this Agreement or its implementation will accurately and fairly represent the interests of the other Party.
- (b) Any publicity by either of the Parties about the details of either the terms of this Agreement or its implementation will be subject to agreement between the Parties.
- (c) The Parties will specifically agree the contents of all promotional literature relative to the Subjects and this Agreement.
- (d) Each Party will ensure that it passes or makes available to the other Party without undue delay any information or documents that relate to the terms of this Agreement or its implementation which the other Party might reasonably expect to receive.
- 11 In the event of any dispute arising over the interpretation or implementation of this Agreement, the Parties will seek to resolve the said dispute through mediation. If the Parties fail to agree on

an independent mediator, such a person will be appointed by the Chairman for the time being of the Scottish Mediation Network. If mediation fails to resolve any dispute arising between the Parties over the interpretation or implementation of this Agreement, the said dispute shall be referred to a single arbiter mutually chosen, or failing agreement, appointed by the Chairman for the time being of the Royal Institution of Chartered Surveyors in Scotland whose decision shall be binding on the Parties and with the power to the arbiter to award the expenses of the arbitration.

- 12 In the event of a material breach of this Agreement by one or other of the Parties which has not been remedied within 30 days (or such longer period as may be reasonable in the circumstances) of the other Party giving notice in writing of such breach and requiring its remedy, the second mentioned Party may terminate this Agreement by notice in writing.
- 13 (a) Either Party may rescind this Agreement by 21 days notice in writing to the other Party where the Memorandum and Articles of Association and/or Constitution of the said other Party has been materially altered in such a way as to be incompatible with the terms of this Agreement.
(b) Either Party may rescind this Agreement by 21 days notice in writing to the other Party if the said other Party enters into compulsory or voluntary liquidation (other than for purposes of effecting a reconstruction or amalgamation in such a manner that the entity resulting from such reconstruction or amalgamation if a different legal entity shall be agreed to be bound by and assume the obligations of the relevant Party under this Agreement) or convenes a meeting of its creditors or has a receiver or an administrator appointed or ceases for any reason to carry on business or takes or suffers any similar action which might reasonably be considered to mean that the said other Party may be unable to pay its debts to the Party serving the notice.
- 14 At the expiry or sooner termination of this Agreement, the Parties will settle any agreed debts and other liabilities incurred through this Agreement and Findhorn Hinterland Group shall at its sole expense and in consultation with Duneland Ltd cease any of its activities within the Subjects.
- 15 This Agreement shall only be amended, modified, varied or supplemented where such changes are agreed in writing and signed by authorised representatives of both Parties.
- 16 (a) This Agreement and the arrangements herein shall not constitute either Party as an agent for the other Party, nor shall this Agreement form a legally constituted partnership between the Parties hereto.
(b) Neither of the Parties shall assign, transfer, or in any other way make over their rights and interests under this Agreement to any third party without the written consent of the other Party hereto.
(c) Nothing in this Agreement shall be construed as to give Findhorn Hinterland Group any property rights or interests in respect of the Subjects except in as much as such rights and interests arise from clauses 15(d) and 15(e).
(d) Findhorn Hinterland Group will have the option to lease or acquire ownership of some or all of the Subjects if Duneland Ltd is willing in principle to lease or sell the said some or all of the Subjects and agrees the terms and conditions of any proposed acquisition by Findhorn Hinterland Group.
(e) Duneland Ltd will not sell or lease any or all the Subjects to any other party without first offering the same to Findhorn Hinterland Group, at such a price as is agreed between the Parties as fair and reasonable for the same all factors considered including any procedures under which Duneland Ltd provides community bodies a preferential opportunity to purchase, failing which by arbitration as per clause 11 of this Agreement, Findhorn Hinterland Group being bound to intimate in writing its acceptance or refusal in principle of such an offer within 21 days of receipt.
- 17 This Agreement shall be governed by and construed in accordance with the Law of Scotland, which shall apply to the whole terms and conditions hereof.

APPENDIX II

**CONSTITUTION
OF THE FINDHORN HINTERLAND GROUP**

1. Name & Status

The name of the group will be Findhorn Hinterland Group (hereinafter referred to as “the Group”). The status of the Group will be that of an unincorporated association.

2. Objectives

The objects of the Group shall be:

- (i) to encourage and facilitate local community involvement in the management of the area broadly defined by the Group as the Findhorn Hinterland through on-going liaison and co-operation with the area’s landowners, notably in matters relating to conservation, woodland management and enhancement of the area’s environmental and biodiversity values, recreation and heritage;
- (ii) to help advance the education of the community and wider public about environmental and other sustainable land management issues.
- In furtherance thereof:-
 - (a) to help safeguard the high environmental quality of the Findhorn Hinterland area by assisting its landowners in evaluating the impacts of development and other land management proposals and making representations as appropriate.
 - (b) to become involved in the management and conservation of the Findhorn Hinterland area in responsible and practical ways and to encourage members of the local community, including school and other youth groups to do likewise.
 - (c) to raise funds and/or obtain grant funding and/or employ staff and/or external expertise and/or lease or hire and /or purchase property or equipment in furtherance of these objectives

3. Membership

- 3.1 Membership of the Group shall be open to all individuals, representatives of community groups, businesses and agencies interested in furthering the objectives of the Group as outlined above.
- 3.2 Members will be asked to complete an application form to register as members.
- 3.3 The secretary will compile and maintain a list of the names and addresses of all members of the Group who have attended one or more meetings of the Group. The list will be updated at regular intervals and a list of names of registered members will be made publicly available on request.
- 3.4 The Group shall decide whether a membership subscription shall be payable, the level(s) of subscription payable according to membership type and the basis upon which membership subscriptions shall be set and periodically reviewed.

4 Committee

- 4.1 A Committee will be formed to co-ordinate and direct the activities of the Group.
- 4.2 The Committee will comprise a minimum of 8 persons and a maximum of 25 persons. These persons, one of whom shall be a representative of Duneland Ltd, will initially be co-opted by representatives of the Group until the first Annual General Meeting when they will retire but will be eligible for election by the registered members of the Group.
- 4.3 The Committee will have the power to co-opt members as appropriate (see also 5.6).
- 4.4 The Committee may from time to time form sub-groups for the purpose of carrying out specific tasks as deemed appropriate.
- 4.5 The members of the Committee will appoint Office Bearers consisting of a Chairperson, Vice Chairperson, Secretary & Treasurer. All Office Bearers shall retire annually but shall be eligible for re-election at the AGM.

5 Management

- 5.1 The responsibility for pursuing the Group’s objectives shall be delegated to the Committee.
- 5.2 The quorum for Committee meetings shall be five.
- 5.3 The Committee shall meet as often as required.
- 5.4 The Committee shall report to the Group at Group meetings.

- 5.5 The Committee shall give due consideration to the views of the Group's properly registered membership.
- 5.6 The Committee may seek specialised knowledge and/or expertise to assist in achieving the objectives of the Group and may co-opt individuals with such knowledge / expertise for a particular project or period of time.

6 Meetings

- 6.1 The Group will meet at least twice per year in the spring and the autumn.
- 6.2 The AGM (see also 6 below) shall be held in conjunction with the autumn meeting.
- 6.3 A Special Meeting of the Group (EGM) may be convened at the request of any four members of the Committee or any fifteen members of the Group. Such a request must be made in writing to the Secretary allowing a minimum of 28 days notice before the date of such meeting.
- 6.4 Only the appointed members of the Committee shall be eligible to vote on any matter at Committee meetings.
- 6.5 All registered members of the Group shall be eligible to vote on any matter at the Group's meetings

7 AGM

- 7.1 An Annual General Meeting will be held with 21 days prior public notice given.
- 7.2 All registered members will have voting rights at the AGM.
- 7.3 A report of the Group's activities and a financial statement will be presented to the meeting.

8 Finances

- 8.1 All monies raised by the Group shall be applied to furthering the objects of the group and for no other purposes.
- 8.2 The financial year shall run from 1 April to 31 March.
- 8.3 The funds shall be administered by the Committee through the Office Bearers.
- 8.4 All cheques must be signed by the Treasurer plus one other Office Bearer as approved by the Committee.
- 8.5 The Treasurer will be responsible for monitoring the funds, and presenting statements of accounts at Committee meetings and at the AGM.
- 8.6 A bank account shall be established in the name of the Group.

9 Alterations to the Constitution

- 9.1 Alterations to the Constitution can only be made at the AGM when tabled in advance or at an EGM called specifically for that purpose.
- 9.2 Any change to the Constitution requires to be carried by a two-thirds majority of those present and entitled to vote.

10 Dissolution

- 10.1 If at any time, on the grounds of expense or otherwise it is necessary or advisable to dissolve the Group an EGM will be called with not less than 28 days notice.
- 10.2 If such a dissolution is confirmed by a two-thirds majority of those present and eligible to vote, the assets of the Group shall be disposed of after all debts and liabilities have been met. Such assets shall be distributed to constituted groups with charitable status working on projects in and around the village of Findhorn.

APPENDIX III

**COMMUNITY INVOLVEMENT
FROM JANUARY 2006 – JUNE 2008**

The FHG has a current membership of 60+ local residents and supporters and these are kept informed of developments and events by email. The set-up meeting was publicised in the Forres Gazette by 2 front-page headline articles in consecutive issues and several articles have appeared since, of work groups on the land with many photographs. Regular work party volunteer appeals appear in the "Rainbow Bridge".

Community events to date have included:

- ◆ 2 joint volunteer events with the Findhorn Dunes Trust, one to clear fly-tipped rubble from the Novar land along the edge of the Dunes Road and another to remove Lodgepole seedlings from the ancient shingle ridge part of the north-eastern Trust land. **36 work hours**
- ◆ 2 experimental work parties to explore the feasibility of removing small encroaching gorse plants from the Hinterland heath area to the north of Heathneuk. **16 work hours**
- ◆ 3 work parties with the Heathneuk neighbours to plant additional broadleaf trees on the edge of the Hinterland area, trees and shelters donated by Craig, John Scott and Em. **60 work hours**
- ◆ The 300 trees that were planted to the west of Wilkies Wood 6 years ago are regularly tended by John Atkinson who ensures that the young trees are not smothered by the neighbouring gorse. **80 work hours**
- ◆ A Solstice celebration and volunteer session attended by over 80 people, including the Youth Group when another 50 trees (trees, tubes and stakes donated by Craig) were planted to the west of Wilkies Wood and the redundant, rusting fence on the west side of the Wood was removed (and cut in lengths to use as tree shelters). **240 work hours**
- ◆ Most of the big timber on the windblown site has been cut up and removed by volunteer chainsaw and loading teams using the tractor and sold as firewood to fund the Hinterland Group. **1356 work hours**
- ◆ 11 monthly work parties have been organised on the windblown area of Wilkies Wood to burn brash and clear the area for re-planting. **540 work hours**
- ◆ The Gordonstoun Environmental Volunteer Group have become regular weekly visitors during term time and helped with brash-burning as well as having made and put up owl/ woodpecker nest boxes, done gorse clearing, planted a living hedge, cleared waste wire and built a barrier to keep unauthorised vehicles off sensitive parts of the dunes. **144 work hours**
- ◆ The Park Youth Group have used the land for a John Muir Trust conservation weekend.
- ◆ Wild Things began a block of 6 visits in November 07 with 24 10-year-olds from Kinloss Primary School and this will become a regular annual event with each successive year 6.
- ◆ An ecological record of the site is being built up with the help of specialist visitors and it is planned to continue a programme of ecology walks led by them wherever possible.
- ◆ The specialist visitors to the site have included: Ian Green (plants), Dr Brian Coppins (lichens – brief report enclosed), fungi (Liz Holden), edible plants (John Scott), butterflies (David Barber), birdlife (Ian Suttie).
- ◆ At the AGM in January there were talks on the ecology of the Findhorn area (Davina Thomas) and plant succession (Em Magenta) and a Powerpoint local wildlife loop (Mo Hyde).
- ◆ Visit by 2 members to the Community Woodlands Association annual conference 2007.
- ◆ Links have been developed with our neighbouring land managers – the Findhorn Dunes Trust to the north, the Findhorn Bay Local Nature Reserve to the west, the RAF Kinloss airbase to the east and the Findhorn Park groups to the south – which are significant for co-operation and exchange of ideas.
- ◆ One of the Gordonstoun pupils has made information boards for the site as part of her John Muir Trust Award.
- ◆ 'Wild Things!' is running a year-round nature Nature Club for children and Summer Camps during the holidays.
- ◆ Heather is putting together an ongoing photographic record of the area.
- ◆ A bike track is being developed in Wilkies' Wood by co-operation between the Youth Group and the adults.
- ◆ A professional Lichen Survey has been done on the dunes and we are looking at the feasibility of developing a Lichen Trail.
- ◆ A horse and pony support group has met to discuss the logistics of sharing pony management.
- ◆ The Gordonstoun Conservation Group of 17-18's plan to build a shelter/ information point in the woods for the younger Wild Things! children.