

# Annual Report



Noosa & District  
**Landcare**

2021-2022





We acknowledge the Traditional Owners of  
this country and their continuing connection  
to land, waters and sky.

We pay respect to their elders past, present  
and emerging and to the pivotal role that  
Aboriginal and Torres Strait Islander people  
continue to play in caring for country across  
Australia.

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Noosa & District  
**Landcare**



# Noosa & District Landcare Group

Since its inception in 1991, Noosa & District Landcare has been operating as a community non-for-profit organisation supporting the restoration of Noosa and surrounding regions.

Unlike many traditional landcare groups, our business model has evolved so that we can provide a range of professional, fee-for-service work and project delivery that supports our community engagement and investment. Which means, you can be sure that your dollar is not only getting the vital work done, but is also educating a new generation of landcarers at the same time.

## Our vision

Our region is an abundant, biodiverse landscape that supports flora, fauna and people in harmony.

## Our mission

To promote sustainable natural resource management and conservation through environmental stewardship, learning and community engagement.

## What we value

- We accept our **responsibilities for stewardship** of the land and will act accordingly.
- We **respect** the culture, values, innovations, practices and knowledge of Indigenous people.
- We **value** all our staff and will strive to be recognized as an employer of choice.
- We **value and respect** the contributions being made by our members, volunteers, partners, and the general community to further the conservation and advancement of abundant biodiverse landscapes.



# What we do

## Native Plants

Our wholesale and retail nurseries cater for small landscaping projects to large scale revegetation.

2 production nurseries and 1 retail nursery  
250,000 tubestock per year  
Over 130 species  
Endemic seed collection  
Growing locally significant and threatened spp.  
Volunteering

## Contract Service

Our commercial conservation services arm undertakes services consistent with the Landcare ethic and operates on a fee-for-service basis.

Weed control and management  
Bushland & riparian revegetation  
Carbon and offsets  
Maintenance and monitoring

## Education and training

We offer both accredited and non-accredited courses and traineeships. We also support early and home learning, schools, and universities education.

Terrestrial & aquatic plant identification courses  
Technical & vocational training  
Community workshops and events  
School visits & field days

## Consultancy

Our native vegetation and environmental management specialists offer advice on property management and compliance with government regulations.

Fauna and flora surveys  
Ecological restoration and management plans  
Pest management plans  
Compliance and waterway condition reporting

## Retail

The Hinter Hub store is a destination where residents and visitors can obtain information about the natural assets and land management issues of the Noosa Hinterland, source local sustainable artisan and natural history products and gifts, and purchase local native plants.

The proceeds from The Hinter Hub feed back into Noosa Landcare's environmental projects across the Sunshine Coast Region.



# Who we work with

A partner to us is a person, group or other business that shares our common interests and long-term environmental perspective, and who wants to work co-operatively by combining skillsets for a stronger and more professional delivery of those aspirations.

This year we have supported existing and new partnerships and alliances with a growing list of significant groups who have made a commitment as environmental investors.

## Snap shot of 21/22 FY partners



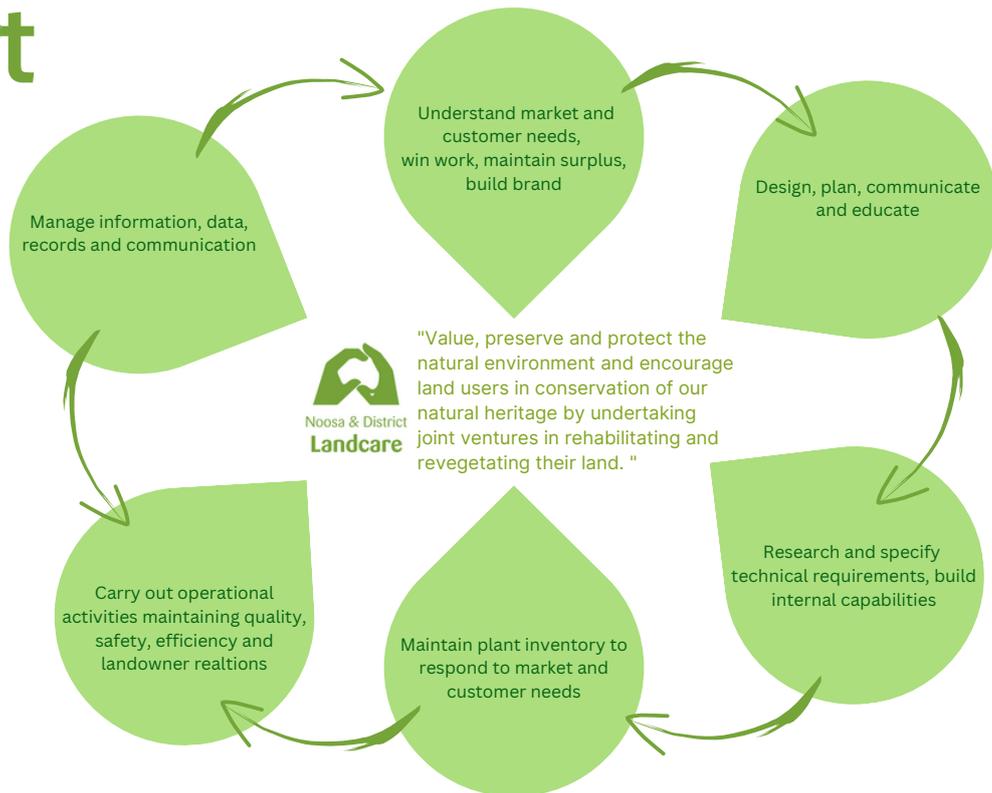


Absent: Michael Shave

# Management Committee

<p><b>Chairperson</b> Dr Kim Barnes PhD Assoc. Proff in Environmental Education.</p> <p>Teacher and academic background in the school and university education systems. Extensive experience in sustainability and environmental education.</p>	<p><b>Treasurer</b> Michael Shave Bachelor of Business (Accounting) and Arts (History)</p> <p>Extensive experience in financial and business consulting and local government executive positions.</p>	<p><b>Secretary</b> Geoff Black BE (Civil), GradDipDVST, DipCLM</p> <p>Extensive background in land and community development and natural resource management.</p>
<p><b>Committee member</b> Richard Barnes MA Engineering &amp; Business Studies</p> <p>Extensive corporate financial experience and Sustainable beef farmer in Noosa region.</p>	<p><b>Committee Member</b> Wade Holmes 30 years Geotechnician</p> <p>Owner/Manager Australian Soil Investigations. Longterm Land for Wildlife member and passionate about preserving and protecting nature.</p>	<p><b>Committee Member</b> Paul O'Hare Honours degree in Agricultural Science</p> <p>Founding and life member of NDLG. Over 40 years' experience as a horticulturist with commercial industries. Chair of the Macadamia Conservation Trust.</p>
<p><b>Committee Member</b> Phil Moran DipCLM</p> <p>Extensive natural resource management background, representation on industry boards, community support. Owns Burrawingee Nature Refuge.</p>	<p><b>Committee Member</b> Paul Steels BEnvSc</p> <p>Founding Member of Noosa &amp; District Landcare. Extensive experience in community-based conservation.</p>	<p><b>Life Members</b> Barry Craig George Kootoofa Paul Steels Dick Barnes Paul Ryan Nancy Dittrich Darrin Barden Paul O'Hare</p>

# Organisational Chart



## Management Committee

Kim Barnes (Chair), Michael Shave (Treasurer), Geoff Black (Secretary),  
Dick Barnes, Wade Holmes, Karen Jones, Phillip Moran, Paul O'Hare, Paul Steels

## Executive Management Team

**Business & Partnerships Manager**  
Rachel Lyons

**General Manager** Phillip Moran

**Administration & Finance Manager**  
Kim Maddison

## Operations and Initiatives

**Project Officers**  
Ilana Kelly  
Kyle Sanderson  
Tamara Kubica  
Jamie Knight

**Field Operations Managers**  
Jen Coleman  
Brent Whitworth

**Nursery & IT Manager**  
Owen Snowden  
**Nursery Officers**  
Sarah Lawson  
**Nursery Assistant**  
Lorin Burns  
Lily Taloola McBride  
Meg Searle  
& up to 20  
volunteers

**Hinterhub Managers**  
Liz Caplin  
Lorin Burns  
Lily-Taloola McBride  
**Hinterhub Assistant**  
Narelle An  
Imogen Pfister

**Administration Officers**  
Jaymie Suares  
Sophie Chegwyn  
  
**Administration Assistant**  
Tayla Jennings

**Project Site Supervisors:** Darrin Barden, Jamie Knight, Tamara Kubica, Kyle Sanderson, Ilana Kelly

**Field Supervisors:** Ered Fox, Matt Green, Louise Keay, Ryan Schimke, Josh Smith, Dylan Sparks

**Field Crew:** Jacob Broomhall, Jake Brown, Erin Cadogan, Johnny Damhuis, Bennett Ellis, Rohan Fisher, Madison Glass, Zac Gunthorpe, Ben Missen, Harry Pearson, Meg Searle, Regan Weire, Kyah Welsh-McKnight, Kailey Pearce, Daniel De Marco, Abbey Meldrum, Imogen Pfister, Suzi Phillips

**Skilling Queenslanders for Work Supervisors & Team:** Darrin Barden and Jamie Knight + 10 x Cert 1 Trainees (Conservation and Ecosystem Management)

**RFC Housekeeping:** Adrienne Smith

# Chairperson's Report

Words by Kim Barnes

Once again, I have the privilege to report on the fantastic work of Noosa Landcare.

I find it very difficult to capture, in just a page, all that Noosa Landcare does in terms of contributions to the environment, the community and the "Landcare family". Kim Maddison made a statement in one of her many reports to the Management Committee which I think reflects how I, and others writing reports, feel: *"Every time I prepare a report for Mancom, the sheer scale of effort and contributions by all members of the Noosa Landcare team seem lost in summaries. So, I'd like to acknowledge the whole tribe here at Noosa Landcare and that this report is but a small glimpse of what they do to keep it all happening"*.

It is useful to see this work in terms of Noosa Landcare's Aims:

**PROMOTE** the value, protection and rehabilitation of the Noosa Biosphere and Sunshine Coast Region.

**ENCOURAGE** the adoption of best management practices and sustainable land uses.

**ASSIST** in the preservation of water quality and ecosystem health in the region.

**CREATE** productive and biodiverse landscapes capable of supporting future generations.

**EDUCATE** and raise awareness through community programs, workshops and traineeships.

I see these aims in terms of the people and the community.

## The People

Given that education and the environment are my passions, I am a huge supporter of the role NDLG plays in training (mostly young people) in skills (with certification) that mean they end up in the workforce, many in environmental jobs and, even more importantly, thrilled with the experience and themselves. I was so pleased to attend the graduation of the Skilling Queenslanders for Work (SQW) crew on the 1st June this year. As Phil reported at the time, "They were a great mob bursting with enthusiasm and comradeship". It was such a joy to attend the event.



SQW trainee graduation in June 2022.

I, along with Kim and Phil, also attended the Qld Training Awards on Saturday 9th July at Caloundra. Such excitement when Noosa Landcare won the North Coast region for medium employers – 40 people and above. I could not have been more proud to be part of this organisation. Huge congratulations to Kim, Phil, Rachel and the team at NDLG who all contribute to the training program.

We all recently attended a Hack Day, brilliantly run by Shaun Walsh. Everyone attended: staff, management, volunteers and MANCOM. It was such a great way to get everyone together and explore ideas moving forward. Looking around the room at so many faces, most of them young, really brought home to me the sheer scale of the organisation. I saw team building, comradeship, inclusiveness, caring for each other and so much fun.



*Hack session with Shaun Walsh*

### **The Community**

In terms of the broader community, NDLG certainly has a presence including large projects (Rachel will report on NDLG's achievements in terms of the number, size and impact of a vast number of projects); Gold Member one-on-one property visits (which are increasingly popular); representations on a vast array of committees including government and community groups; the Hinter Hub; the Nursery; community education; volunteers; and members and partner organisations. The list goes on and on and all of these activities contribute to a better environment.

The community education program includes presentations on a broad range of topics including wildlife photography, vines, build your own nest box, Koalas, water quality, frogs, climate change, dune rehabilitation, erosion, soil health, rainforests and eucalypts. Just to name a few.

The management committee recently held a meeting at the Hinter Hub. Liz Capelin and Lorin Burns gave a presentation on the operations and future innovations at the Hinter Hub. A big highlight is the level of community interest and involvement in the Hinter Hub. Apparently, this year is the 30th anniversary of NDLG takeover of the building and what a contribution it has become to the community. Liz, Lorin and Lily are certainly doing a great job.

### **Meet the Committee (NDLG Management Committee)**

Chairing MANCOM is a privilege and a joy for me. I very much look forward to our meetings!! As mentioned earlier, my passions are education and the environment. NDLG is a perfect "fit" for me.

**Wade Holmes** is a passionate advocate for all things 'Landcare'. As the principal of Aussie Soil Investigations, Wade's particular interest is in the health of our precious soils. Wade is a very active committee member attending most after-hours events!

**Paul O'Hare** is a life member and one of the founders of NDLG. He has worked as a horticulturist in the Noosa hinterland for over 40 years. He is also a life member of the Australian Macadamia Society and the chairperson of the Macadamia Conservation Trust.

**Dick Barnes** joined the management group over ten years ago after being involved with the Landcare team in restoration projects on his (and Kim's) "Bellbird" property. Dick served as Treasurer for much of that time which covered many exciting growth years.

**Paul Steels** was a small crop farmer in Kin Kin and has been a member of Noosa Landcare since its inception. As his passion and understanding of the environment continued to grow, Paul quenched his thirst for knowledge by completing a Bachelor of Environmental Science.

**Geoff Black** has a long association with NDLG. His interests include environmental sustainability, social justice, the importance of family and community and learning about other places and cultures. NDLG values many of Geoff's interests and so being on the management committee is very satisfying for him.

**Michael Shave** took over from Dick as Treasurer at the last AGM. Michael has executive level local government experience with many years in financial strategy and operations. Michael's commitment to the Noosa community influenced his decision to join the NDLG management committee.

**Phil Moran** reports that after a career in hospitality he found his true passion was learning from, and repairing, our natural world. He has been very fortunate that Noosa Landcare has allowed him to follow his dream and also pay off his mortgage!



WE CARE, YOU CARE, LANDCARE

# Treasurer's Report

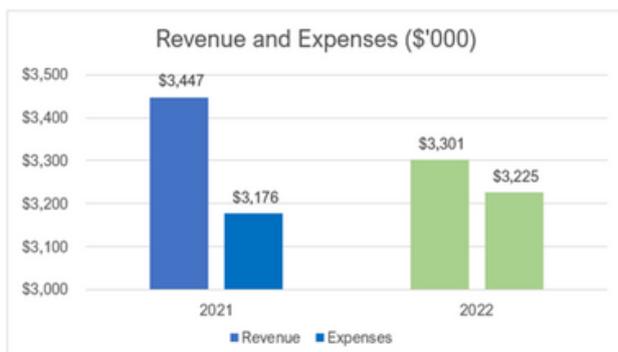
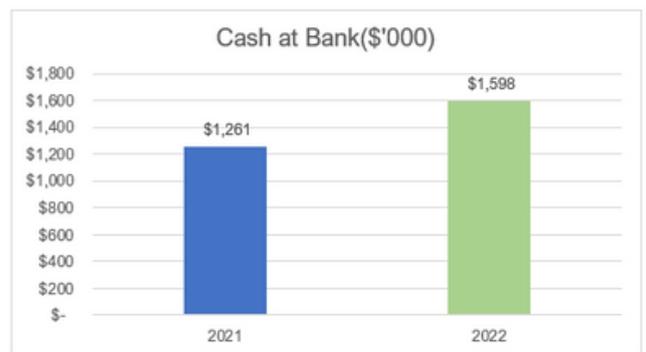
Words by Michael Shave

The strong financial foundations put in place by management and former Treasurer Dick Barnes has ensured that the organisation remains in a sound financial position.

This achievement is particularly impressive given the significant disruptions to project delivery experienced during the financial year, primarily from Covid-19 related staff absences and the impacts of the numerous weather events that hampered the delivery of key projects.

Given these significant challenges though, revenues of \$3.3 million were still achieved for the year, with NDLG achieving an operating surplus of \$76,000 and cash balances being increased by \$337,000. An outstanding effort and testament to the strong financial management practices being maintained by management.

I can also report that the auditor has signed off the NDLG financial statements with no material issues identified. Again a great result and thanks to Phil, Kim, Rachel and the team for all of the hard work put under a backdrop of disruption and adversity.



# General Manager Report

*Words by Phil Moran*

And I thought last financial year was tough!

Yes, we faced a global pandemic and all that this entailed. Reading last Financial year's report, you can sense the pride I have in our team – our volunteers and staff alike. The way they adapted, and overcame each hurdle as it presented itself, is testament to the resilience of Noosa & District Landcare Group (NDLG).

This financial year, we still had to deal with the continued pandemic, and it shows no sign of 'going away'. This has brought many changes, including increases in the cost of living. Given this background, I am pleased to advise our members and partners that we have once again been able to post a small surplus. One of our core business units is our on-ground services. This element of the business has grown enormously since I started volunteering at Noosa Landcare, and then being employed at NDLG.



*Noosa Landcare's humble beginnings.*

This photo was taken at Yellow Belly hole in Cooran in 2002. That is my car (the company vehicle then), my chainsaw, long handled loppers, secateurs and tools. There is even a young David Burrows in the background, before Dave moved to Noosa Council.

Today NDLG has two 4WD Landcruisers with Quickspay units, seven Hilux 4WD vehicles, Lots of chainsaws and other equipment! At end of Financial year 21/22 we had 54 people on the payroll.

I think sometimes the context of how far this group has progressed is lost in the 'busyness' of day to day activities. All that have contributed to this achievement deserve great credit. Some of our highly valued volunteers are still with us. Nancy Dietrich is our longest serving volunteer – what an effort! A big thankyou to all our volunteers This includes our volunteer Management Committee, who have given sage advice during these interesting times.

Early this year when we were trying really hard to get trees in the ground and weeds treated, it rained. It rained a lot. We had 60 inches; that is one and a half metres (1500 mls) of rain in about twelve days. Our yearly average is 66 inches a year (1650 mls). And it kept coming. This made it very hard to gain access to sites initially, and as the rain increased, a full-on flood eventuated causing major damage, particularly to the Mary River.

The inclement weather also took its toll on our people. Our Conservation services crews that are out there every day, planting trees or treating weeds. This is hard work at the best of times, but waking up and hearing more rain is a daunting prospect for the day ahead. In between Covid leave, our Supervisors managed to juggle shifts and we actually increased our workforce during this period. A big congratulations and thank you to them. Supervisors and crew, take a bow. Threatened species project, Bush fire, Yurol Ringtail, Qld Trust for Nature, Greenfleet projects – a big thanks to Steve Husband, Tamara Kubica, Jen Coleman and Rachel Lyons.

A core part of Noosa Landcare these days is training, and this continued throughout 21/22. The Queensland Government First start traineeships and Skilling Queenslanders for Work (SQW) program are both excellent programs. NDLG has unearthed some real gems via these programs as well as the most satisfying part of this job – seeing people grow as people, and find meaningful employment, either here or further afield. A thank you to all these people, their supervisors and Kim Maddison for setting up all the paperwork with the Registered Training Organisation and Department of Employment, Small business and Training.

Noosa Landcare's Hinter Hub in Pomona has grown and developed into a valuable part of our community. Aply set up and run by Belinda Wedlock and Keira McGrath, it is now nurtured by the 3 x 'L's' Liz, Lorin & Lilly. Check out the website for online shopping which we will be developing further throughout the year.

NDLG values its partners, and you will see a full list elsewhere in this report. I would like to mention our long-term strong partnership with the Mary River Catchment Coordinating Committee (MRCCC), Seqwater and Greenfleet. We continue to work well with all our adjacent Councils, and in particular the Noosa Council. Our Roving Restorers program continues to grow under the tutelage of Tamara Kubica and her band of volunteers.

NDLG's nursery operation has long been our backbone. I am so proud to see the quality [and quantity] of plants that are produced by Owen, Sarah and their team. – I think Owen is doing penance for years of being a tree lopper! NDLG could not do any of this without adroit and consistent administration. Our Admin team of Kim, Jaymie, Sophie and Tayla are vital to success of our organisation and I would like to acknowledge this and thank them.

# Business & Partnerships Manager

*Words by Rachel Lyons*

Similarly to the previous year, 2021/22 flew past at lorikeet speed.

The pandemic and all that it involved was on the fore-front of everyone's mind for the first half of the year, however that was quickly replaced with back-to-back flooding events which had a significant impact to our operations and scheduling..... All while we were still rolling out a suite of bushfire recovery projects stimulated from the 2019 and 2020 fires. What an interesting and challenging few years working in the landcare movement it has been!

Our previous years move to increasing the number of project officer positions, enabled Noosa Landcare to take on more programs and projects covering a massive array of land management needs and issues.

Fire management, weed management, erosion management, cattle access management, threatened species recovery, flood recovery, waterway health, soil health, carbon sequestration, pasture management, revegetation, plant translocations, ecological surveys, community education, you name it there is someone working on a project about it here. To see the breadth of services we provide with the staff we have on board is incredible and a source of much pride to me personally. To see each project officer embrace these areas of learning and grow into their roles has been amazing to both support and watch.

That said, there is always so much more to learn.

Several of our staff looked to improve our overall skill sets through undertaking fluvial geomorphology training and two of our staff also were thrown into the world of Drone technology, achieving both their formal RePL (Drone Pilot) licences under CASA and the organization achieving formal ReOC licence with a Chief Remote Pilot. These skillsets will help us further expand into new markets and services.



*Photos left:  
Watergum  
Goldcoast and  
Noosa Landcare  
Staff RePL  
training  
Photo right: Jen  
and Rachel with  
their ReOC  
licences.*

The year was busily filled with several Landcare Led Bushfire Recovery Projects, including projects at Peregian Beach, Cooroibah and Cooloola National Parks. Also a series of fire planning activities with land owners in the Noosa Region occurred, along with some groundbreaking Greater Glider detection surveys, a species significantly impacted by the fires.

Our on-ground revegetation projects including the large Koala Habitat Revegetation Project (Yurol/Ringtail) also kept our crews busy both in the nursery and the field. Eight years ago a 20,000 tree revegetation project would have been a 'BIG' project for us, now we do this size planting with ease. Our processes, expertise and ability to really plan and deliver large scale plantings has been refined and we now are a known entity nationally in delivering large scale works with high quality plants.



*Field crew planting at Yurol State Forest as part of the Koala Habitat Revegetation Project*

In addition to undertaking more than 350 discrete on-ground jobs, during 2021/22, Noosa Landcare continued to expand our contracting services crew and nursery operations.

#### Major Achievements:

- 195.6 ha of targeted weed control undertaken,
- 114.5 ha of revegetation undertaken
- Continued valued partnerships with our local major land managers and businesses – Noosa Council, Gympie Council, Seqwater, HQ Plantations Queensland, Queensland Parks and Wildlife, Department of Transport and Main Roads, Kabi Kabi First Nations People, BMRG, Tourism Noosa, Peppers Noosa, Noosa Ironman Multisports Event, Noosa Eat and Drink Festival, Black Star Coffee, Queensland University of Technology, Sunshine Coast Regional Council, Greenfleet, Queensland Trust for Nature, Unity Water.
- Continued highly attended workshops and field days, despite Covid – over 35 workshops and community events held and over 600 people attending.

On the grant submission front, we had great success. Many funding organisations closed ranks with Covid uncertainty, whereas others continued with stimulus and/or continued Bushfire recovery funding. The following statistics relate:

- Total Bids / Pitches Submitted – 22 (total value – \$1,989,019)
- Total Bids / Pitches Successful – 18 (total value – \$1,853,861)
- Success Rate – 81.8%
- Total NEW Grant and Tender Funds Approved 20/21 – \$1,853,861 (Gst excl) + Panel allocations (previous tender multi-year bids), regular and private client work.

The external funds we were able to attract this last year, along with the Trainee teams we manage, value-adds greatly to the investment made by Council and ratepayers in reserve management and community projects throughout the shire.

Several exciting new projects were initiated this last year, the fruits of which will be seen in the 2022/2023 year and beyond. These include:

- Furthering investment into the large scale revegetation project of Yurol and Ringtail State Forests through a voluntary Carbon Program with Greenfleet, over 260ha of revegetation work is planned for 2023.
- Stage 2 of The Dangerbridge Project in lower Kin Kin Creek.
- Threatened species Koala Habitat Restoration Grant in partnership with QUT and Watergum, including onground works and further thermal drone training and flight.
- Large scale carbon offset plantings on private land.

Thanks to a huge amount of groundwork and amazing community partnerships, we head into the 2022/23 year with a large number of exciting projects that will result in huge wins for conservation, the local economy and our organization.

*Dangerbridge Nature Refuge Stage 1 planting progress.*



In 2017/18 we formalised Noosa Landcare’s Strategic Plan. Yearly evaluation of the plan through KPI’s enables our Committee and organisation to gauge our effectiveness. To follow is the KPI report for the 2021/22 FY.

Goal	KPI	Annual Targets		
		Achieved (19/20 FY)	Achieved (20/21 FY)	Achieved (21/22 FY)
<b>ENVIRONMENTAL STEWARDSHIP:</b> <b>Increase the area of abundant biodiverse landscapes under conservation management:</b>	To directly revegetate >500 hectares by 2025	138.5 ha	98.6 ha	114.5 ha
	To directly manage 300 hectares of weeds to assist natural regeneration by 2025	255ha	116 ha	195.6 ha
	To be working in partnership with 8 major land managers in on-ground projects in a formal capacity.	8 active partnerships (QPWS, NC, GRC, SEQW, SCRC, HPQ, TMR, SCRC)	9 active partnerships (QPWS, NC, GRC, SEQW, SCRC, HPQ, TMR, SCRC, Unity Water)	9 active partnerships (QPWS, NC, GRC, SEQW, SCRC, HPQ, TMR, SCRC, Unity Water)
<b>PROMOTING LEARNING:</b> <b>Grow community awareness of the need to protect and build our biodiverse landscapes:</b>	To run 12 events per year (in-person or on-line) and ensure workshop topics are relevant and connected to current landholder interests and on-ground projects. {Surrogate indicator}	19 events >700 people attended	15 events >450 people attended	35 events >600 people attended
	To undertake 6 school visits / activities per year {Surrogate indicator}	18 schools/ University visits	8 School /University Visits	10 School / University Visits
	To achieve 30 landholder advisory/ consultation visits per year to undertake assessments and assist property planning. {Surrogate indicator}	42 landholder advisory/ consultation visits	42 landholder advisory/ consultation visits	69 Gold Member visit and 94 Program and project Landholder advisory / consultation visits
<b>ENGAGEMENT AND ADVOCACY:</b> <b>Promote the aims of the organisation through effective advocacy:</b>	Participate and attend priority events (e.g. Council Planning Workshops) and appropriate committees to retain NDLG’s relevance and contribution to regional planning, events and activities. (15 per year).	>25 events/ committees	>29 events/ committees	>35 events/ committees
	Develop and advocate 7 clear priority programs for long-term engagement and investment with like-minded partners and landholders. Collate and/or undertake the necessary scientific basis for prioritisation and monitoring of progress.	7 Priority Programs: <ul style="list-style-type: none"> <li>● Keeping it in Kin Kin</li> <li>● Cats Claw Creeper Crusade—Kin Kin and Six Mile Catchments</li> <li>● Noosa Koala Habitat Restoration Activities</li> <li>● Threatened Plants Recovery Actions</li> <li>● Rainforest Restoration / Coxens Fig Parrot Habitat Enhancement</li> <li>● Trees for Tourism and Noosa Biosphere Trail Environmental Restoration</li> <li>● Lake MacDonald Source Protection Program</li> </ul>	7 Priority Programs: <ul style="list-style-type: none"> <li>● Keeping it in Kin Kin</li> <li>● Cats Claw Creeper Crusade—Kin Kin and Six Mile Catchments</li> <li>● Noosa Koala Habitat Restoration Activities</li> <li>● Threatened Plants Recovery Actions</li> <li>● Rainforest Restoration / Coxens Fig Parrot Habitat Enhancement</li> <li>● Trees for Tourism and Noosa Biosphere Trail Environmental Restoration</li> <li>● Lake MacDonald Source Protection Program</li> </ul>	7 Priority Programs <ul style="list-style-type: none"> <li>● Keeping it in Kin Kin</li> <li>● Cats Claw Creeper Crusade—Kin Kin and Six Mile Catchments</li> <li>● Noosa Koala Habitat Restoration Activities</li> <li>● Threatened Plants Recovery Actions</li> <li>● Rainforest Restoration / Coxens Fig Parrot Habitat Enhancement</li> <li>● Trees for Tourism and Noosa Biosphere Trail Environmental Restoration</li> <li>● Lake MacDonald Source Protection Program</li> </ul>



# Administration Team

*Words by Kim Maddison*

*Administration and Finance Manager*

To continue supporting the growing and complex financial, administrative and HR functions of the organization, we have a multi-skilled and multi-functional team. We expanded our admin unit and have had an exciting year learning from each other after Sophie and Tayla joined us in July and October 2021. I am pleased to say, this has worked out very well. We have also recently had Abbey join the team one day a week.

Our team compiles, filters and processes substantial amounts of information from all areas of the organization to keep the wheels turning, including frequent communications, meetings and reporting to Project Officers, Managers, Committee and Treasurer.

Aside from the usual day-to-day tasks, Admin projects coming up include transitioning to a cloud-based accounting software, followed by a review for HRIS needs, of which some preliminary research was carried out this year.

My role here at NDLG is broad, but includes overseeing the financial management of the organisation and supporting the Administration team. Their contributions to NDLG are enormous. I am so grateful to be part of this team.

We look forward to another exciting year!

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*Words by Sophie Chegwyn*

*Administration Officer - Accounts*

My main focus as part of the busy Administration team has been to ensure accurate and timely payment to our suppliers.

Working alongside the entire NDLG team (project managers, crew, nursery and management), administration perform an interactive and vital role in operations. This is an upbeat and supportive work environment – a great place to be!

*Words by Jaymie Suares*

*Administration Officer – Payroll and Memberships*

I feel very fortunate to be part of a dynamic admin and wider NDLG team, that make each day in the office enjoyable!

Our role at times can be very diverse as we support the many branches and happenings within the organisation.

For me, payroll for 50+ employees is a constant learning and rewarding role.

I also enjoy overseeing the membership database and assisting with the workshops, it's a great connection to the broader community and being able to engage people with Noosa Landcare.

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*Words by Tayla Jennings*

*Administration Assistant – Front of House and Administration Support*

I enjoy the role as Administration Assistant as part of the Admin team at Noosa and District Landcare. The role can be quite busy at times, but I enjoy the variety and embrace the challenges of the position.

I feel lucky to be in such a positive and supportive team environment with so many people willing to share their knowledge and experiences with one another. And I personally enjoy the opportunity to connect with so many likeminded people from wide and varied and backgrounds with such a passion for their work.



*Noosa Landcare Administration Team (aka the A-team)- Taylor, Sophie, Jaymie and Kim.*



# Growing in the nursery

*Words by Owen Snowden &  
Sarah Lawson*

It has been another big year in the Nursery with over 250,000 units sold. We provided plants for a diverse variety of customers including the Hinterhub retail store, projects including Yurol/Ringtail, MRCCC, Keeping it in Kin Kin, Burnett Mary Regional Group, Queensland Trust for Nature, Noosa and Sunshine Coast Councils including Land For Wildlife Incentive Program, Landcare members, the Syntropic farming community, Wildlife HQ as well as other nurseries and landscapers.

Strong sales allowed us to increase our Nursery staff to almost 3 full time equivalents (FTE) this year. We farewelled Steph Keys and Kiera McGrath who moved on to new opportunities, we thank them for all their contributions to the Nursery. We welcomed onboard Lily Taloola, Lorin Burns and Meg Searle, all graduates of the Skilling Queenslanders for Work program.

We have been striving to make the propagation process more streamlined and efficient, while expanding the range of species that we offer. We moved our main seedlings shadehouse to a central area that receives more sun all year round and requires less travelling distance moving stock which has allowed us to produce stock further into the colder months.

We reworked our heating bench where our cuttings are done to be more robust and resilient, this has resulted in us been able to produce a lot more numbers of some species that we only could do during the warmer months such as Sago bush (*Ozothamnus diosmifolius*), Wallum Phebalium (*Phebalium woombye*) and our favourite the Keys Boronia (*Boronia keysii*). We will be trialling several new species this spring and see what can be propagated on a regular basis in the nursery.

Two new batches of SQW teams have come through the Nursery with many of them continuing on with a permanent job within Noosa Landcare.

We could not operate without the major contribution from our regular volunteers who assist with all aspects of native plant propagation. Our volunteers contributed an incredible 3520 hours this year, and we have been fortunate to retain many of our long-term volunteers as well as having several new faces joining the ranks. We have increased the Nursery's social media presence this year, with regular Facebook posts profiling our wonderful volunteers, as well as the plants that we produce.

**We look forward to an equally  
exciting and productive 2022/23!**

# The Hinter Hub

Words by Lily, Liz and Lorin,  
Hinter Hub Managers

The Hinter Hub is the public-facing retail store and plant nursery for Noosa Landcare. Open 6 days a week, it is located in the central business district of Pomona. The heritage building it occupies is of significance as Noosa Landcare's foundational nursery and administration centre back in the early 1990's. The Hinter Hub was established in early December of 2020 and invited local artisans and artists to stock their unique products and artworks alongside our native plants.

The 21/22 financial year was a busy one, and saw many areas of the Hinter Hub continue to evolve.

It was exciting to see that our nursery plants sales increased by 70% from last financial year, which was largely impacted by COVID-19. It is always rewarding to see plant sale increasing as this means more native plants going back into our local environment.

The Hinter Hub diversified its species selection in our retail nursery, providing more native ornamental and screening plants suitable for small-scale gardens. We are very grateful to work closely with production nursery staff, Owen Snowden and Sarah Lawson. Their expertise and support has been so valuable in the continual improvements of our retail nursery. The production nursery team, including the many dedicated volunteers, put in a lot of effort and pride in supplying high quality and diverse plant stock for our customers.

We regularly have customers from the Gympie and Mary Valley areas, as well as coastal residents who travel to Pomona solely to buy plants. We continue to attract customers from the northern parts of the Sunshine Coast Council area, and even have regulars who commute from Hervey Bay and Maryborough!

HINTER HUB  
NOOSA  
LANDCARE  
HINTER HUB

5849  
sales

Over 80  
Stockists



Fan Flower (*Scaevola albida*) available at the Hinter Hub

Whilst plant sales are strong, what is not captured in the quantitative sales data is the service provided by staff in assisting customers to understand species identification and selection. Consistent feedback that our customers share with us, outlines the value of the information and learning services provided at the Hinter Hub, which includes knowledge on botanical biodiversity, fauna-flora relationships and ecology, restoration techniques, catchment health and seasonal changes.



*A range of our wonderful local stockists.*

The artisan store sales saw an increase of 62.6% on than previous financial year. Our team is excited to continually grow this side of the Hinter Hub business, and frequently hear from our customers that our products are a unique collection, not found elsewhere. The trend towards supporting local makers is a strong selling point for the curation of our products. The store is displayed in an eclectic yet coherent format, to enable a shopping experience full of hidden treasures. Many customers express surprise at the range of products available and we continue to build a reputation for quality resources and beautiful gifts.

The store now has over 80 stockists and frequently responds to new supplier enquiries. We proudly promote locally made products, with very low 'creative miles'. These are from a diversity of disciplines and mediums, including ceramicists (mostly ornaments), print-makers, ecodyers, painters, sewists and jewellers.

We continue to be amazed and privileged to support local artisans, the majority of whom sell high-quality unique products, at a price that customers are willing to honour as bespoke and handmade. We also feature natural and botanically connected beauty and household products such as hydrosols, oils and skin-care. Importantly, our book stock (predominantly non-fiction natural history/botanical texts) continue to be one of the strongest selling item categories.

The Hinter Hub was the grateful recipient of a small business grant in 2022. This enabled the establishment of a barcoding system and other point-of-sale upgrades, which has improved the efficiency of restock and sales within the store. It also supported the establishment of an online store, which is an ongoing process to populate and promote. On a more practical note, the grant meant the team now enjoys an ergonomic chair for admin work during quieter periods, a soft surface carpet behind the counter for postural wellbeing, a cordless vacuum, leaf blower, a retractable hose in the nursery and new signage.

This financial year sadly said goodbye to co-managers of the Hinter Hub, Belinda Wedlock and Keira McGrath, as they both moved onto new and exciting roles with partnering organisations, MRCCC and Seqwater. We, the current management team Lily, Lorin and Liz - are grateful for Belinda and Keira's establishment and stewardship of such a quality and well-supported enterprise, and proudly continue to maintain and enhance Hinter Hub's reputation as a source of diverse and affordable native plants, environmental information and handmade artisan products.

We would like to thank everyone at Noosa Landcare including the staff at the Rural Futures Centres, the Management Committee, volunteers and trainees for their unending support and advice while we navigated the store handover and settle into our new roles. It is a privilege to be the public face of an outstanding and award-winning landcare organisation in our local community. Our thanks also extends to our many wonderful stockists and customers for their continual support and passion for our environment.

Here's to such a fantastic year and another successful year ahead!



3 projects funded!

# Landcare Led Bush Fire Recovery

*Words by Jen Coleman & Rachel Lyons*

## Koala Surveying - The New Frontier

As part of the Landcare-led Bushfire Recovery program, Noosa Landcare partnered with Watergum Queensland and QUT to develop our capacity to participate in Koala population monitoring via thermal Drone imagery and processing using QUT's newly developed Artificial Intelligence Portal.

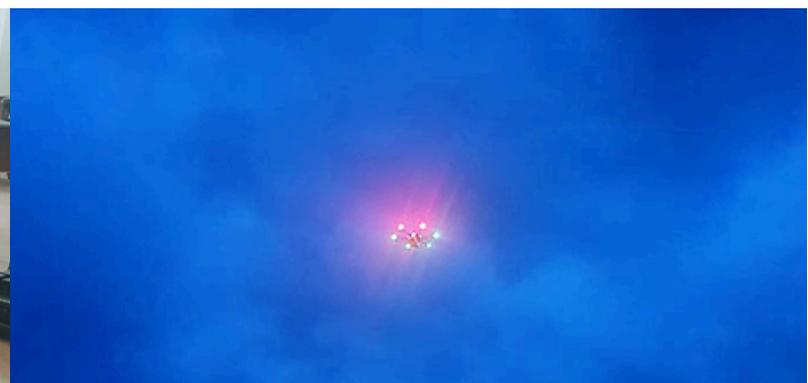
As part of the project, Noosa Landcare staff ventured into the complex world of drone technology - achieving both the RePL License (to fly drones commercially) and ReOC status with a Chief Remote Pilot.

Our team also had the opportunity to participate in an advanced training course with QUT's Drone experts at Samford.

We look forward to working with QUT and Watergum on already contracted future drone endeavors in 2022/23.



*Above photos: Noosa Landcare and Watergum staff undertaking training for the RePL License.*



*Photo left: Noosa Landcare and Watergum staff at the RePL License training. Photo right: Night flying...scary!*

# Peregian Beach and Cooroibah/Noosa North Shore Fire Zone Ecological Repair Project

The Landcare Led Bushfire Recovery Project was undertaken to help restore areas of bushland that had been impacted by the 2019 Black Summer bushfires in these areas – Cooroibah – Noosa North Shore and Peregian Beach. This project focused on enhancing and maximizing the resilience of fire affected bushland and animal species and building community engagement and participation between community groups.

Some of the threatened species we were aiming to help were the Koala, Oxleyan Pygmy Perch and the Wallum Sedge Frog. An example of the activities that were undertaken to help enhance or replace habitat that had been lost for the fauna was the planting of 2000 plants across 3 hectares around the Peregian Beach bushfire area. With the help of volunteers from Ozfish Unlimited and the wider community we planted sedges and grasses for the Wallum frog and Perch along Murdering creek and also in the Noosa National Park Wallum Heath. Canopy trees and understory were planted in areas where large areas of bushland were burnt but not showing signs of coming back. We concentrated on planting species that were food sources for the Koala and also the Glossy Black Cockatoos and understory for other smaller birds and animals.



*OzFish community planting morning at Muderling Creek.*

Within the Cooroibah and North Shore areas we planted 3200 trees with the help of the Roving Restorers who helped plant canopy and understory in an area that was severely burnt and was not regenerating well, so with some planting works we could increase species diversity and help the regenerating process along while also planting food trees for Koalas, Glossy Black Cockatoos and habitat for a range of fauna which was impacted by fire.

Across both sites the Landcare team and volunteers undertook weed control over 36 hectares of bushland that had been impacted by fire. This will allow for natural regeneration of species and also reduce the risk of undesirable plants having the opportunity to establish in areas previously free of weeds.

Special thanks to Landcare Australia, Noosa Council, Queensland Parks and Wildlife, Ozfish Unlimited and the many amazing volunteers.

## Looking out for our glorious Greater Gliders

Several areas of known habitat for Greater Glider and Yellow-Bellied Glider were effected in the Noosa and Cooloola areas during the 2019 fires. However, our collective understanding of populations in the region was extremely poor and as such the full extent and impacts to populations was unknown.

Noosa Landcare partnered with the Qld Glider Network, The Yellow-bellied Glider Project and the Department of Environment & Science, to undertake extensive Glider surveys across private tenure and National Park and install and monitor nest boxes in critical habitat linkages in the Noosa Region.

In undertaking the surveys, Noosa Landcare trialed a Greater Glider scat detection dog to test more efficient and accurate surveying techniques. A first for this species. Nicky Wright and detection dog 'Ada' from Morekos Kennels rose to the occasion and did a fantastic job!

Seeing Ada in action, how efficient and accurate she can be, was just astonishing. Nicky and Ada were a great team and was wonderful to work with them both and get an in-depth insight into detection dog training and field work.

The trial assessed visual surveying techniques against the detection dog methodology across 16 sites. We found that visual spotlighting had a 25% detection rate compared to the 62.5-81.25% detection rate of the scat detection dog (awaiting DNA verification).



If we looked just at the detection by the principal surveyor the detection rate reduced to only 6.25%. This exemplifies how poorly the visual night spotting survey technique is, particularly when relied for development assessments.

The surveys have provided a 5 fold increase in the number of locations known to be habitat for the Endangered Greater Glider in the Noosa Region, while more importantly identifying critical linkages missing between some populations, which leave these populations at risk of genetic isolation.

With the support of Hollow Log Homes, Habitat Innovation and Management and QLD Wildlife and Ecological Services, we installed 50 nest boxes of three designs across 10 private properties to provide critical corridor links through regrowth vegetation to support this potential issue.

These are huge achievements towards the long-term conservation of this species. We would like to thank all our many partners, Morekos Kennels and all our wonderful volunteers for making this project so successful and paving the way for more conservation actions for our glorious Gliders in the Noosa and surrounding regions.



Photo left: An average Greater Glider scat size. Middle photo: Ada and Nicky finding scat for our field support crew to verify. Right photo: Our wonderful spotlight volunteers.  
Previous page top photo: Two Glorious Greater Gliders (Paul Revie). Bottom photo: Rachel, Ada, Nicky and Paul Revie from Qld Wildlife Glider Network.

### Our partners





# Noosa Koala Habitat Restoration Project

## Yurol- Ringtail State Forest

Words by Jen Coleman

The 21/22 financial year saw the start of phase 2 of the Noosa Koala Habitat Restoration Project for Yurol-Ringtail State Forest. This phase will run over 4 years

A Queensland-first, the Noosa Koala Habitat Restoration Project began in 2018 as a partnership between the Queensland Government, HQPlantations, Noosa Council and Noosa Parks Association. The first phase of the project saw 117ha of former pine plantation revegetated by our teams, with the help from our community.

The goal is to support the restoration of 2400 hectares of former forestry license, which will progressively be added to Tewantin National Park. 1100ha of which is expected to require revegetation actions.

Phase 2 welcomed Greenfleet and the Kabi Kabi Peoples Aboriginal Corporation as a valuable partner to the project.

2022 actions involves the planting of 52,692 trees over 131.73 ha and also weed control and treatment of coppicing Gympie Messmate across the 131 ha. For the 2021/22 financial year we planted 15,205 trees over 38 ha and undertook weed control over 11.6 ha which was treating the coppicing Gympie messmate to reduce dominance across the site and Lantana.

A highlight of the year was our organization receiving Cultural Awareness training with Kabi Kabi traditional owner, Kerry Jones.



Left photo: Cultural Awareness training with Kabi Kabi elder, Kerry Jones. Right photo: Field crew walking to planting site in Yurol State Forest.

# Koala Carbon Habitat Restoration Project

## Dangerbridge Nature Refuge

*Words by Tamara Kubica,  
Project Officer*

Dangerbridge, a 279 ha ex-Macadamia and cattle farm located along Kin Kin Creek, was dedicated to wildlife by becoming a nature refuge in 2010. Owner Jenifer wishes to restore the property near to its original vegetation communities and for it to become a safe haven for wildlife within the region, including threatened species like the Koala and the Richmond Birdwing Butterfly.

The start of 2021 saw many of Jenifer's dreams for the property come true with the commencement of the Dangerbridge Nature Refuge Koala Carbon Habitat Restoration Project. In partnership with Greenfleet, Queensland Trust for Nature and the Queensland Government, Noosa Landcare began the transformation of 72 hectares of bare paddocks into a forest.

The aim of the restoration project is to establish emergent, canopy and understory species to restore natural canopy structure, and to capture carbon. Parallel to this objective is the desire to enhance the quality of the habitat for koalas by increasing koala food tree abundance and supporting koala habitat.

Noosa Landcare is contracted to deliver the project over 4 years from the 20/21 financial year until the end of 23/24. The 20/21 financial year saw the commencement of on-ground works, with total of 57.89 hectares and 131,927 native tubestock planted and an 11ha assisted natural regeneration, through targeted weed management.



*Left photo: Aerial view of the planting sites. Right photo: Crew member Josh planting at Dangerbridge during the 20/21 FY.*



During the 21/22 financial year, Noosa Landcare has been in the post planting maintenance phase of the project with our professional field crew using different maintenance methodology depending on the area, conditions, needs, and without the use of herbicides (i.e. glyphosate).

The excluded use of herbicides has seen the need for alternate methods of ensuring the plants have maximum chance of survival by reducing competition for sun, nutrient's and water. Noosa Landcare has achieved this by using techniques such as applying a plant-based herbicide around the stem of the tree, hand weeding/chipping weeds around the base of the trees, brush cutting to allow more light in and using equipment such as a Razorback to reduce competition around the stems.

The results have varied with the different methodology, the extreme weather events over the year made access difficult, and caused growth of certain weeds that thrive in the wet conditions which meant that the methodology had to be adapted over the year. Overall the plants are growing with many trees over 3m tall (see photos) and natural recruitment is starting to occur. In June 2022, Noosa Landcare in collaboration with the property owner, has submitted an Expression of Interest to funding partners to continue the restoration project with the planting of a further 18.25 ha and the planting should commence in March '23.



*Above photo: Crew member Madison pretty stoked about how healthy the trees are looking. Left photo: Grubbing grass around young Eucalypt tree. Middle and right photo: Tree growth.*

**Our partners**



Our partner



# Saving the Richmond Birdwing Butterfly



Words by Phil Moran

For many years Noosa & District Landcare has developed a terrific relationship with the Richmond Birdwing Conservation Network (RBCN). Our goal is to help this vulnerable butterfly species (*Ornithoptera richmondia*) return to its glory days...and be seen regularly in our region. Once common from Grafton to Maryborough, a number of factors including habitat loss, population growth and the introduction of its nemesis the Dutchman's pipe vine (*Aristolochia elegans*), has seen a sharp decline in butterfly numbers.

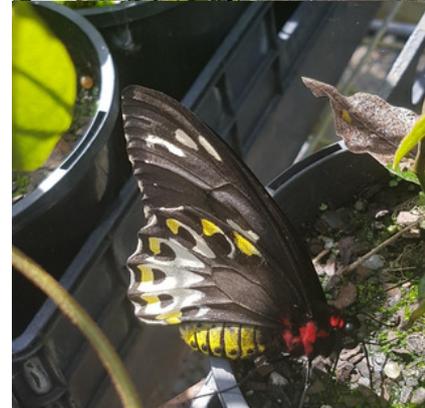
By working with the A-team at RBCN, we have been able to raise the profile of this spectacular butterfly (the largest butterfly in the subtropics), actively plant its vital larval food plant, *Pararistolochia praevenosa*, and identify and control Dutchman's pipe across the region. The Dutchman's pipe tricks the adult butterfly to lay her legs on this vine, and not *P. praevenosa*, with the result that the small larvae are killed.

The vehicle has been workshops, social media, working with our dedicated Land for Wildlife officers and councils and planting more vines. The good thing about the Birdwing is that you don't need acres of land, you can put them on a trellis in the back yard, or in a pot like the canny Project's Manager for the RBCN, Matt Cecil. See top photo on the right.

Noosa Landcare grew and sold up to 2000 vines this past financial year. We are so proud to see all these vines going out to properties all over South East Queensland and the many wonderful reports and photos of butterflies visiting vines of past customers.

For a couple of seasons now, we have noticed Birdwing larvae chewing on our *P. praevenosa* vines in the nursery. This year we were lucky enough to witness a lovely healthy female birdwing butterfly emerge from its crystallise – a really special moment for all of us here at Noosa Landcare!

*Top photo: Matt Cecil's potted Richmond Birdwing vine.  
Middle and bottom photos: A female butterfly emerged from its crystallise in our Nursery.*



Our partner



# Threatened Species Recovery Project

Words by Ilana Kelly and Steve Husband

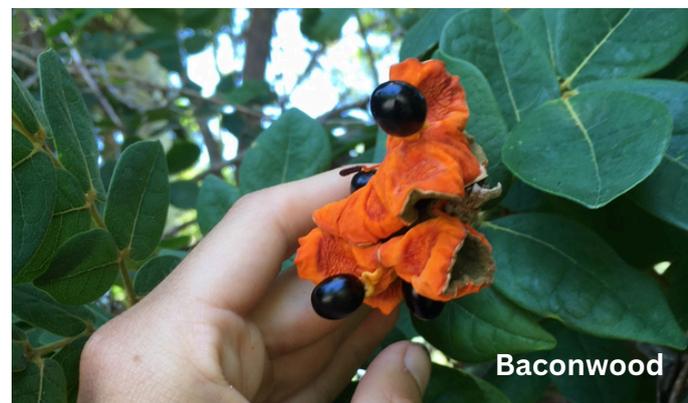
The Noosa Shire is located in the internationally recognised "Forests of East Australia" biodiversity hot spot and National hot spot of the "Red hot list of Australia's most imperilled plants". The Noosa Hinterland is well documented in scientific literature for its high floristic biodiversity, endemism and potential for rainforest refugia. However, several species that make our local area unique are threatened due to historic land clearing and ongoing problems including climate change, urban development and the spread of invasive species such as Cat's Claw Creeper Vine.

Noosa Landcare's Threatened Species Recovery Project aimed to support the recovery of 11 threatened plant species in the Noosa Shire. These species are endemic to the area, or have been identified as isolated populations that are likely to be disconnected from southern relatives.

As part of the project we undertook a shire wide survey of species distribution and assessment of potential threats, collecting propagation material and developing propagation methods for these species and establishing insurance populations in refuges across the region. These insurance populations will be safe guarded against invasive species and stochastic disturbance that may affect wild populations, and in some cases may provide a linkage for the flow of genetic material between isolated plants.

Targeted species:

- Bacon Wood - *Archidendron lovelliae*
- Jointed Baloghia - *Baloghia marmorata*
- Possum Nut - *Floydia praealta*
- Deep Creek Fontainea - *Fontainea rostrata*
- Bopple Nut - *Macadamia ternifolia*
- Toothed Kamala - *Mallotus megadontus*
- Richmond Birdwing Butterfly Vine - *Pararistolochia praevenosa*
- Shade Lilly - *Romnalda strobilacea*
- Hairy Hazelwood - *Symplocos harroldii*
- Red Lillypilly - *Syzygium hodgkinsoniae*
- Southern Penda - *Xanthostemon oppositifolius*



Baconwood



Bopple Nut



Photo left: Dylan Sparks during surveying, Middle photo: Propagation of Southern Penda (*Xanthostemon oppositifolius*). Photo right: Field crew planting Bacon Wood (*Archidendron lovelliae*) in the Kin Kin Catchment.

Survey data was compiled from previous threatened plant species surveys supported by Noosa Council and Noosa Landcare records. Additional field surveys were undertaken on private land over 11 days from June 2021 to December 2021.

111 location data points were collected for our targeted species, with an additional 10 location data points for non-target species. The field surveys found 8 of the 11 target species.

A previously unrecorded species in the Noosa region, the Shade Lilly (*Romnaldia strobilacea*), was found in Upper Pinbarren Creek valley on a private property beside Woondum National Park. Twenty-eight individual plants were recorded. Photos uploaded to iNaturalist provided independent, expert confirmation of species identity.

Propagation material was collected for 7 of the targeted species. Seed availability for most species was erratic and unpredictable. Unfortunately, Hairy Hazelwood (*Symplocos harroldii*) did not produce a crop of seed at all in the 2022 season.

Reintroduction plantings of over 300 individual plants of 6 of the target species were undertaken across several sites within Council Bushland Reserves, crown land, large road reserves and private land in the Noosa Region. Sites were chosen on the basis of suitable habitat requirements for each species.

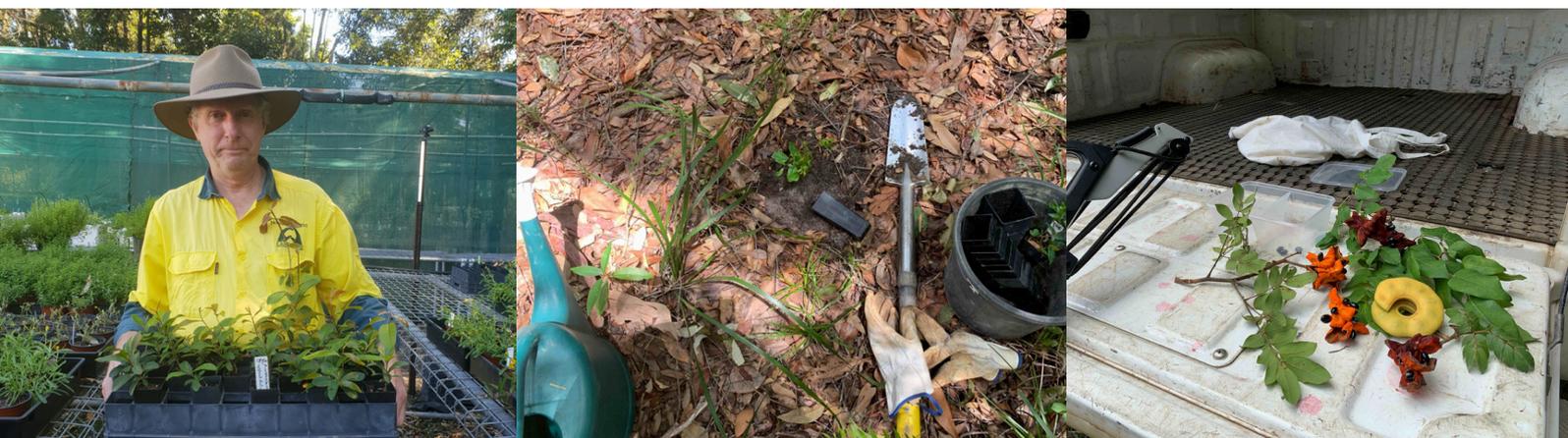


Photo left: Steve Husband with propagated Southern Penda (*Xanthostemon oppositifolius*), Middle photo: Reintroduction planting. Photo right: Bacon Wood (*Archidendron lovelliae*) seed collection.



# Keeping it in Kin Kin (KIIKK)

*Words by Jamie Knight,  
Project Officer*

The 21/22 financial year has been busy for KIIKK. We have completed works on 16 properties ranging from riparian restoration to hillside stabilisation, leaky weirs to mitigate gully and sheet erosion. Over 8100 plants comprised of a mix of 120 native species were planted to revegetate approximately 6 hectares of former pasture and open paddock, increasing riparian buffers adjacent to Kin Kin creek and a number of its tributaries and feeder streams. Wahpunga creek has also benefitted from 400 plants, contributing to a long-term creek bank remediation plan for the site. This brings the total amount of riparian zone enhanced to around 1.5 kilometres and broadened in most areas to at least 5 metres from the creek banks. Addition to this, the program also supported the installation of over 500 metres of fencing across three properties to control cattle access to the riparian zone and waterways.

One indicator of success of the KIIKK program is the improvement in water quality in the Kin Kin and Wahpunga creeks. To monitor this, we use an Horiba U-52 Multi-Parameter Water Quality Meter. This device measures the most important contributing factors to the health of an aquatic ecosystem, temperature, pH, salinity, turbidity, dissolved oxygen and oxidation/reduction potential. We take monthly readings at 10 sites in the Kin Kin catchment, six sites on Kin Kin creek and four on Wahpunga creek. Currently we have 21 months of data, very close to the recommended 24 data points required for any meaningful analysis of the parameters over time. With 24 months of collection we will have enough data to be better able to assess trends and possible trouble spots that require prioritisation of restoration or remediation works.



*Photo left. Happy crew and landholder at a riparian revegetation site, photo right. Volunteer Paul Ryan undertaking water quality measurements at a site along Kin Kin Creek.*

For the past seven years, Noosa Landcare has helped facilitate a student field day with Dr Peter Davies and Dr Gareth Chalmers from the Sunshine Coast University, bringing 40-50 University students to a KIIKK property that has had riparian restoration works being carried out. This field trip gives the students an excellent picture of how a remediation plan progresses over time and allows them to ground-truth a lot of the theory they have been working with in class.



Students at the Glasby Property, Kin Kin.

The highlight of the year was the Keeping it Kin Kin program receiving the prestigious UNESCO 2021 Michel Batisse Award. Noosa Biosphere Reserve Foundation (NBRF) Executive Coordinator, Sharon Wright, submitted the program as an exemplary case study of people living in harmony with nature, with the application endorsed and submitted to UNESCO by the Australian Man and the Biosphere National Committee. We are extremely proud to see our community and the many important partners of this program recognised for all their efforts in making this program such a success. This is a great achievement.

*“This award is the highest UNESCO accolade for biosphere reserve management and truly represents what makes Noosa special – our people. The award recognises the importance of community groups, governments and individuals working together to find local solutions to the global challenges of sustainable development.” - Sharon Wright, NBRF Executive Coordinator.*

This award was followed by another win at the Noosa Biosphere Reserve Foundation Gala, receiving the Land Category Noosa Biosphere Award.



Photo left: The KIIKK program as a finalist and winner for the Land Category of the Noosa Biosphere Awards. Photo right: Sharon Wright from the Noosa Biosphere Reserve Foundation and Phil Moran showing off the UNESCO 2021 Michel Batisse Award for excellence in biosphere reserve management.

# Lake Macdonald Water Supply Catchment Protection Program

Words by Ilana Kelly,  
Project Officer



*Pictures above: Year 2 project gully site showing great progress . High rainfall summer of 21/22 saw significant growth of revegetated sites and natural recruitment starting.*

The 2021/22 financial year welcomed the fourth year of the Lake Macdonald Water Supply Protection program and a few challenges with an extraordinary summer of rain!

The catchment experienced at least two major floods during the summer of 2022. Fortunately, many of the project sites experienced little damage, but the rain did delay a number of our projects from starting.

Stream bank erosion along Six-Mile Creek within the catchment was observed post the March flood event, though it is uncertain the extent of the erosion across the catchment. Noosa Landcare seeks to gain information from a catchment wide landholder survey to identify any significant erosion areas resulting from this year's floods.

A benefit of this year's above average rainfall was the significant growth of program revegetation sites and the commencement of native regeneration within many of these sites. Maintenance of these revegetation sites over the multiple years has supported successful establishment across the sites and has encouraged the recruitment of native seedlings brought in by birds, wind and water.

The key activities undertaken in the 21/22 FY were the revegetation of erosion prone hillslope outside of Cooroy with just over 2000 native trees, shrubs and groundcovers planted, stabilisation of 3 active erosion sites, installation of a water trough system and 1.29km of waterway fencing and farm track and laneway repairs.

## Our partners



MARY RIVER





Livestock management along waterways continued to be a priority for this program year. Why cows? Because they like to moo...and poo in our waterways! With drinking water, managing the risk of harmful parasites (protozoa), bacteria and viruses in livestock faeces is a high priority to protect the health of our community.

*E.coli*, the most notorious bacterial pathogen that can be found in cattle faeces, is present in 16% of all cow faeces, which means it is the most likely pathogen to contaminate our waterways if it washes into rivers. *E.coli* can survive up to 100 days in cow poo sitting in paddocks or waterways and can survive in a broad temperature range between 5-30 degrees Celsius.

Cattle that have unrestricted access to creeks, streams, wetlands and farm dams have a high risk of contaminating these waterways. If not carefully managed, livestock can also degrade waterways by the action of pugging and camping and the damage to native vegetation. Consequently, this reduces the health and function of these waterway systems further.

During Year 4 of this program, 1.29 km of fencing was installed to help manage cattle impact along Six-Mile Creek. This was paired with the installation of water troughs to provide the livestock with alternative water source and relieve pressure off remaining unfenced sections of the creek.

Working with the wonderful team at the Mary River Catchment Coordination Committee, Year 4 also started plans for a grazing management field day in the catchment for November of 2022. This will be a great opportunity for landholders to network, discuss local challenges, and learn different tools to support regenerative grazing management on their properties

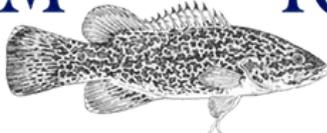
Looking ahead, we are about to start on-ground works for the Year 5 of the program and undertaken a review and update to our Implementation Plan, which guides our on-ground investment and activities for the catchment. We thank Seqwater for their on-going investment in our community, creating healthier and more sustainable landscapes.



Laneway erosion repair on a cattle property completed in Year 4 of the program.

Our partner

MARY RIVER



CATCHMENT  
COORDINATING COMMITTEE

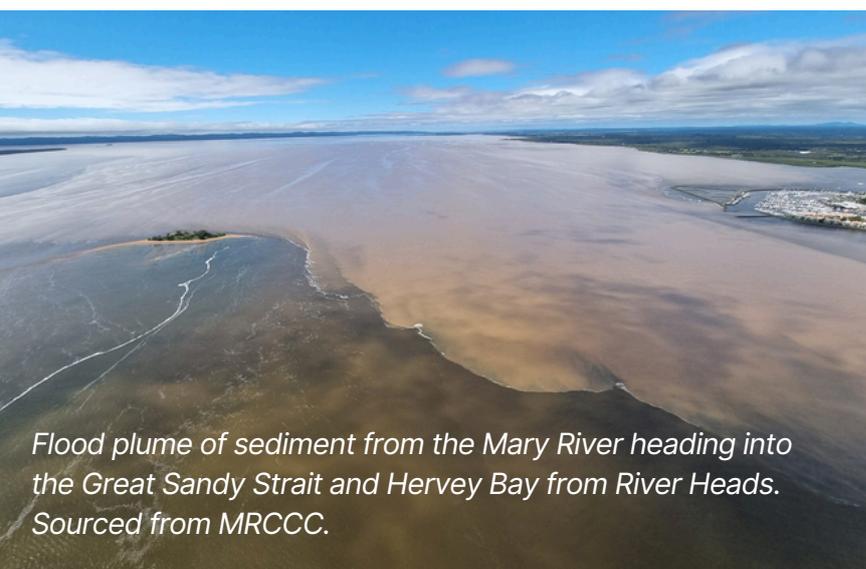
# Whats happening on the Mary

words by Kyle Sanderson,  
Project Officer

It's been a colourful and successful year for the Mary River projects with historic weather events unable to dull our passion and dedication for creating healthy ecosystems.

Some amazing revegetation projects and weed control works have been undertaken that certainly could not have been achieved without careful planning and persistence, especially with the volume of rainfall we received. The positives to come out of the weather events was that we were able to gain extremely beneficial insight into the strengths and weaknesses of our established river bank stabilisation works. I'm very pleased to say that each established revegetation project performed a crucial positive function during the flood times, capturing large amounts of sediment and flood debris, as well as reducing the impacts of soil erosion.

With our new works, we completed plantings over 9 different riparian areas with over 30,000 plants being established as part of both larger scale restoration projects and smaller infill plantings within existing projects. These works were contracted through the Mary River Catchment Coordinating Committee as part of their Reef Trust Phase IV and Nature Resource Programs.



*Flood plume of sediment from the Mary River heading into the Great Sandy Strait and Hervey Bay from River Heads. Sourced from MRCCC.*

Pictured left is the sediment plume entering the Great Sandy Strait from the mouth of the Mary River during the February floods of 2022.

The Mary River is one of the top five contributors of fine sediment into the Great Barrier Reef (GBR), with catchment modelling showing around 70% of the fine sediment from the Mary River that enters the Great Sandy Strait comes from stream bank erosion.

The on-going strategic rehabilitation of the Mary's degraded banks is crucial in supporting the long-term health of not only the GBR, but also the Mary River itself and the communities that reside within its catchment. We are proud to be able to support these important rehabilitation works.



**DURING**



**AFTER**

*Above photos: Revegetation progress along pile field site on the Mackie Property, Kenilworth.*

One of the larger projects for the year was on the Mackie property located in Kenilworth. This project was partly planted over the two days leading up to the large February floods and was completed a week after when we could gain access back to the site. Incredibly, the newly planted trees dealt with having ten metres of water wash over them with only minimal losses. Six months on and with the right care and maintenance given to the site the trees are well established and flourishing.

The weed control projects were a large part of our works this FY with ongoing Madeira and Cats Claw vine control happening across all already established sites along Six Mile Creek and the Mary River. This follow up and continuation of treatment at these sites is essential for achieving successful results long-term. With careful timing we undertook works on mature Cats Claw before it flowered in the spring then moved into follow up control on the re-growth to keep it from flowering and seeding in the future.



*Cat's Claw Creeper Vine control.*

Although the flooding created some access issues in reaching certain sites, it also created better access to the some of the weeds, flushing out debris and mulch build up around mature trees. In and around Kenilworth we undertook extensive Madeira Vine control with a similar approach to the Cats Claw: targeting mature vines as priority and following up with treating the re-growth.

Looking forward into the new FY, we have already secured and planned out more planting works, weed control and the crucial maintenance of our already established revegetation projects. A lot of this work will include infill planting for our established sites where post flood recovery is necessary to improve their overall function.

# Sunshine Coast Council Ecological Restoration Offset Projects

Our partner



Words by Jen Coleman,  
Project Officer

We completed the 3rd year of the Sunshine Coast Restoration Project. This year saw some of the most difficult conditions we have encountered while completing this 5-year project. The floods in February 2022 saw our assisted natural regeneration sites at Coes Creek in Burnside and Paynters Creek in Palmwoods go under water. These sites were impacted heavily by the large volume of water. After the floods, Sunshine Coast Council required us to undertake flood remediation works which included clearing debris, rubbish, uncovering naturally regenerated seedlings and also the fun job of getting Singapore Daisy which was now 2m up in the trees! The flood damage has meant that these sites are at high risk of new weed incursions so the team have had to keep their eyes out for any new weeds.

Major works this year were undertaken at South Eudlo Creek Environmental Reserve with some reconstruction works undertaken by Sunshine Coast Council to create swales and fix the existing creek to help with water flow. Landcare was involved in bank stabilisation and planting of 4000 sedges within the reconstruction zone. The before and after photos below show the works. We also planted 1100 canopy trees within the reserve to help connect two area of remnant vegetation.

Doonan Creek Reserve, where we previously planted 12,000 trees over 8 ha, is looking fantastic with the trees all growing (thanks to all the rain). Some of the Eucalypt species are already 4m high! Great results at this site.



*Eudlo Creek reconstruction works during earthworks and after revegetation.*



*Doonan Creek tree growth.*

# Coastal Connect

Words by Kyle Sanderson and Brent Whitworth

Noosa Landcare continued great works with the Coastal Connect project, undertaking weed control at existing sites between Peregrian and Castaways as well as new works through the dunes at Sunshine Beach. We strategically followed up on previous works and pushed deeper into new grounds manually removing hundreds of kilos of Singapore Daisy, as well as using accurate spray treatments to eradicate this weed through appropriate areas.

One of the existing sites at Castaways Creek has had some fantastic success with plantings that were established by the local bushcare group through the areas where we have treated Singapore Daisy.

## Transport & Main Roads

### Maintenance of translocated *Leichhardtia coronata* and *Macrozamia pauli-guilielmi*.

Words by Jen Coleman.

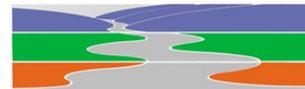
The Landcare team are now maintaining 3200 *Leichhardtia coronata* that were translocated in 2019-2021. While undertaking maintenance works, we also observe, report and treat any visible pest damage. The translocated plants have enjoyed the wet year and are all slowly growing.

We are also maintaining *Macrozamia pauli-guilielmi* plants that we translocated the previous financial year. We can report that no adult translocated plants have died. This is a great result and all the hard work has paid off. The adult plants are even producing fruit! While we are out at this site we keep an eye on pests and any other issues like erosion, soil moisture (no problem this year!).

We will continue to monitor all plants and report on any issues.

Our partner

Noosa Integrated



Catchment Assn. Inc.

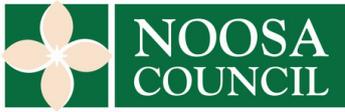


Singapore Daisy control before and after, supported by the Castaways Bushcare group.

Our partner



## Our partners



# Noosa Council Conservation Projects

Words by Brent Whitworth,  
Project and Crew Manager

This financial year we have worked across 56 project sites within the Noosa Shire, 19 of which are on Land for Wildlife (LFW) and/or Volunteer Conservation Agreement (VCA) properties. Work included bush regeneration ranging from coastal to hinterland areas including Nature Reserves, Refuges, Road Reserves and an Offset planting at Cooroibah Conservation Reserve.

The work largely ties in with the Noosa Council Bushland Reserve Strategic Management Plan, with our contracting crews working closely with the Noosa Council Natural Areas and Pest Management team.

A highlight of this financial year was the continuation of the Cat's Claw Creeper (*Macfadyena unguis-cati*) and Madeira Vine (*Anredera cordifolia*) surveys within the Six-Mile Creek sub-catchment alongside Pest Management Officer, Ken English. This survey supported the development of the Six-Mile Creek Catchment Weed Vine Management Plan and the targeted control of priority infestations of the two vine species within the catchment area. Both weed species are priority weeds under the Noosa Council's Biosecurity Plan 2020 and the MRCCC Mary Catchment Strategy. Control works will help protect important riparian vegetation of the Great Barrier Reef Catchment, the Mary River, while also protecting threatened or high value vegetation communities, like gallery rainforest and Hoop pine vine forests.

Noosa Landcare is a proud partner of the Noosa Council Land for Wildlife program. Not only does our native nursery supply plants to LFW landholders, but our contracting crews assist with landholder training for weed control and provide restoration services to support the restoration priorities of LFW properties.



Top and middle photo: Field crew undertaking weed control within Council reserves. Bottom photo: Field crew supporting LFW landholder with weed control.

# Seqwater Biosecurity Works

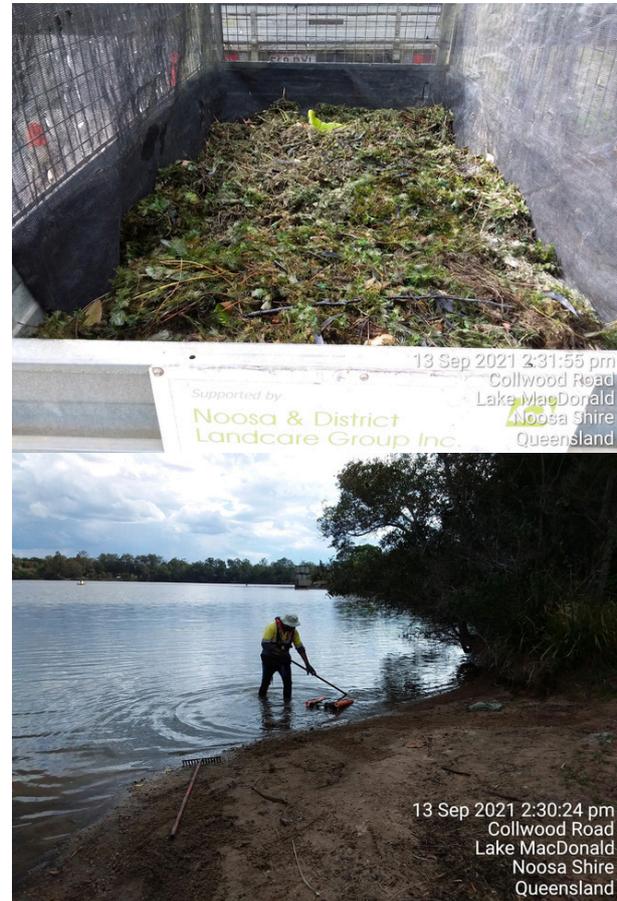
Words by Jen Coleman

This financial year we have been working with the rangers at Seqwater around Lake Macdonald and Borumba Dam. These works are part of Seqwaters biosecurity program and aim to protect our local water catchments and reduce weed volumes in and around our lakes. Our team have braved some cold conditions and put on their wetsuits to hand remove aquatic weeds, mainly Cabomba (*Cabomba caroliniana*) from around boat ramps and wharves in Lake Macdonald. Our team has removed 3000kg of weed from Lake Macdonald which is a huge effort.

We have also worked with the rangers to control noxious weeds around Borumba Dam. These works have been successful in the reduction of Lantana especially along the slopes.

Our works with Seqwater always challenge the crew and offer some unique work environments but the team all love the variety of works sites.

## Our partners



Top photo: Cabomba removed from around boat ramp. Bottom photo: Landcare staff collecting Cabomba.

# Lower Burgess Creek and Offset Revegetation Projects

Words by Brent Witworth

This financial year we continued weed management works, progressing into new management zones, as part of the Lower Burgess Creek Restoration Project plan. The works along Burgess Creek began back in 2020 in collaboration with the Burgess Creek Bushcare Group and Noosa Council Natural Areas staff. Weed control has been targeting a variety of weeds, such as Singapore Daisy (*Sphagneticola trilobata*) and Morning Glory (*Ipomoea indica*).

## Our partners





# The Roving Restorers

## The Noosa Chapter

Words by Tamara Kubica,  
Project Officer

The Noosa Chapter of the Roving Restorers program continued for the second year after a successful pilot year, through funding from the Noosa Councils' Environmental Projects grant program. The program is conducted in partnership with Hinterland Bush Links and proudly supported by Noosa Council.

Twenty working bees were held over the year, working on 16 properties across the Noosa Shire with all the properties either being Land For Wildlife, Voluntary Conservation Agreement or Nature Refuge registered. The Roving Restorers collaborated with Noosa Council (NC) Bushcare program, the NC Land for Wildlife program, Landcare Australia, the Burnett Mary River Group and the Mary River Catchment Coordinating Committee.

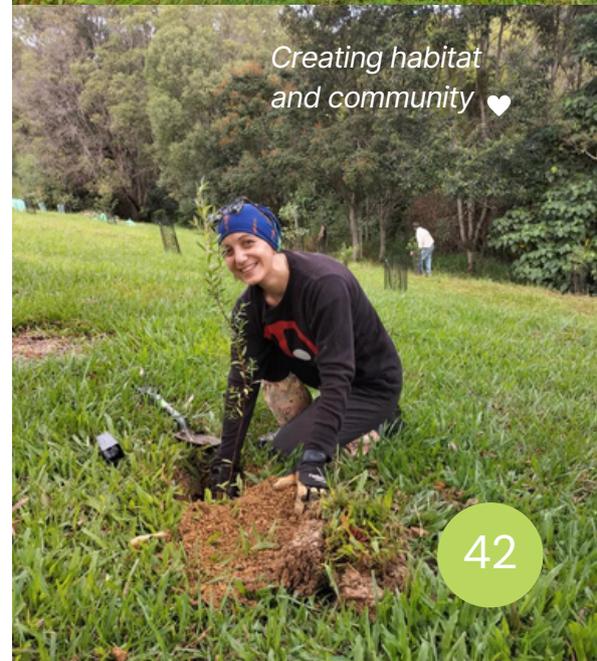
At the working bees the number of volunteers remained steady throughout the year with the many returning volunteers and the occasional new ones. There are over 40 people registered with the Roving Restorer program for participation in the working bees. In total there was 168 volunteers working for 3 hours which equates to 504 hours of total labour performed throughout the program by volunteers.

The Roving Restorers treated a variety of high priority environmental weeds such as Cats Claw Creeper, Madeira vine, and Lantana, amongst other weeds, with the volunteers and property owners shown best practice methodology in treating the weeds. In total 14 cubic metres of weeds were removed through the year. The program also supported two Bush care groups (Peregian Creek Bushcare Group and Kin Kin Bushcare group), planting trees, undertaking weed control and post flood clean up works, in collaboration with the NSC Bushcare program. There were also 1200 trees planted across 6 properties, with the trees coming from the Land for Wildlife program and other funding bodies.

The program has received funding from Noosa Council and the Queensland Government to continue for a third year in 22/23.



*Our amazing group  
Roving Restorer volunteers!*



*Creating habitat  
and community ♥*

# TREES FOR TOURISM.

Noosa

## Funds raised

21/22 FY:  
\$4,092.00

Total:  
\$48,404.00

Trees for Tourism is an environmental sustainability initiative by Tourism Noosa in partnership with Noosa Landcare.

Noosa's major events play a big role in Trees for Tourism by donating \$1 for every paying event participant to the program and its projects. A number of Noosa businesses also regularly contribute to the program.

Events supporting Trees for Tourism include: Great Noosa Country Trail Walk, Noosa Classic, Noosa Enduro, Noosa Festival of Surfing, Noosa Eat and Drink Festival, Noosa Open Studios, Noosa Summer Swim, Noosa Triathlon, Noosa Alive, Noosa Ultraman, Sunshine Coast Comedy Festival, and Wild Women Adventure Race.



*Trees for Tourism Climate Week tree planting at Johns Landing in March 2022. 25 volunteers and our SQW trainee team planted 500 native trees .*

## Partners contributions

21/22 financial year saw financial investment from local and regional businesses to support Rainforest and Koala habitat restoration works within the Noosa Region.

These businesses include:



# Training

## Skilling Queenslanders for Work Works Skills and First Start traineeships

Words by Kim Maddison,  
Training Co-ordinator

24  
traineeships

Our long-term partnership with Queensland Government through Department of Employment, Small Business and Training (DESBT), continued successfully throughout 21/22 financial year with a further 24 trainees achieving a Certificate 1 or Certificate III in Conservation and Ecosystem Management.

Of those trainees 40% have been retained within our organisation in a range of positions from Managers, Field Crew, Trainee, and Nursery Assistant.

KPI's reached:

- 100% of trainees enrolled
- 100% of trainees completed
- 80% of trainees had secured further work at end of traineeship (DESBT report that this figure usually increases when they conduct their trainee-contact research at the end of a 12-month project).

Recognising these statistics earlier in 2022, Noosa and District Landcare were awarded North Coast Medium Employer of the Year and were also a finalist in the State Awards at the Queensland Training Awards.

In addition to the above, three Kabi Kabi trainees – Ben, Ruby and Dallas Irons graduated in August 2021 with a Certificate 3 in Conservation and Ecosystem Management through a traineeship program supported by the Queensland Government's Department of Transport and Main Roads.



Kim Maddison and Noosa Landcare Chairperson, Kim Barnes at the Queensland Training Awards.



Kabi Kabi Trainees, Ruby, Ben and Dallas.



*Skilling Queenslanders for Work trainees in the field.*

Our training programs are successful due to the involvement of training program Project Partners who manage the land on which the trainees work, help us organise work plans and approvals for each site, deliver the accredited training, and sign up the trainees. Of note are Busy at Work, Axiom College, Noosa Council, Queensland Parks and Wildlife Service, Tourism Noosa, Seqwater, and the Mary River Catchment Co-ordinating Committee.

In 20/21 there were a conservative 14,080 hours given to numerous public projects and lands, threatened species and ecosystem resilience through collecting seed, propagating plants, planting trees, managing weeds, helping clean-up local places. While our training programs have a heavy emphasis in on-the-job training, we also provide complementary theory-based training through Friday Forums with a range of internal and external speakers and presenters.

Our two experienced team leaders for this program are Darrin Barden and Jamie Knight who are with the trainees across the working week, helping them to learn new skills, the use of equipment, and team-building.

While these training programs are provided with multi-faceted support, their success essentially lies in the individual trainee's commitment and ongoing investment to their own learning journey, sometimes overcoming significant barriers – now that is impressive!!

*Skilling Queenslanders for Work trainees*



# Our Community

Noosa Landcare members and volunteers



484  
members



Over  
3855 hrs  
by Vols

Valued at  
\$162,411.00



# Events

A humbling and rewarding aspect of working with our natural environment is that we are forever learning and more than often, these learnings translate to other aspects of our lives.

Here at Noosa Landcare we deeply value sharing knowledge, stories and experience with community. Through workshops, field days, and monthly talks we explore a range of topics including, native flora and fauna, land management, natural history and more.

The past year has seen an abundance of deep diving, connection and appreciation of our natural world!

Here is a few photos summing up a wonderful year of events:

35  
EVENTS

Over  
600  
attendees



Top left: Rainforest ID workshop with Marc Russell and Phil Moran at the Kin Kin Arboretum.



Top right: Climate Adaptation Workshop with Healthy Land and Water and Department of Agriculture and Fisheries.

Centre left: Waterway health workshop with Mary River Catchment Coordination Committee.



Centre middle: Presenter John Day at the Erosion workshop and field day.



Middle right: Eucalyptus ID workshop with Marc Russell and Phil Moran in Pomona.



Bottom left and right: Community working bee with OZFish: Noosa Chapter at Murdering Creek for the Bushfire Recovery program.



LANDCARE  
LINK-UP



Top left: Peregrine Bush Fire Recovery community planting.



Top right: Slow Food Noosa Regenerative Agriculture Info Session with Tarwyn Park Training and Noosa Landcare.



Above left: Build your own nest box workshop with Hollow Log Homes.



Above center: Noosa Tree Planting event and social study.



Above right: Happy volunteer at the Murdering Creek Community Planting Day.



Middle left: Trees for Tourism Tree Planting John Landing

Middle Right: Noosa Youth Climate Summit.



We thank our many partners and members for supporting our events each year.



Rainforest ID workshop with Marc Russell and Phil Moran.

# Transforming the landscape together.



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**Landcare**

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