



# Annual Report



Noosa & District  
**Landcare**

2022-2023

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.



# Table of Contents

01

Our Aims

02

What we do

03

Who we work with

04

Management Committee

06

Chairpersons report

08

Treasurers report

9

General Managers report

12

Business and Partnerships Manager report

15

Administration Team report

18

Production Nursery report

19

Hinter Hub report

22-46

On-ground program and project reports

47

Training

51

Events



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

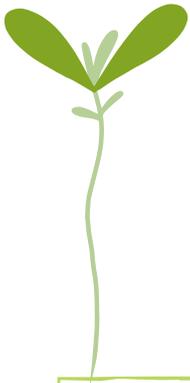
Our region is an abundant, biodiverse landscape that supports flora, fauna and people in harmony.

## 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 projects.

2 production nurseries and 1 retail nursery  
Capacity of over 300,000 tubestock per year  
Over 130 species grown or stocked  
Endemic seed collection  
Growing locally significant and threatened spp.  
Community volunteering opportunities

## Contract Service

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

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

## Education and training

We offer both accredited and non-accredited courses and traineeships. We also support early and home learning, as well as 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  
Drone surveys and photography

## Retail

The Hinter Hub store is Noosa Landcare's retail nursery, shop front and information desk for local residents and visitors to the Noosa region. The Hinter Hub specialises in local native plants, garden products, artisan crafts and gifts and provides a unique shopping experience helping transform local landscapes and strengthen community.

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



# Who we work with

Our partners are individuals, groups and businesses that align with our values, goals, and long-term vision for the environment. When we collaborate we combine our skills, resources, and efforts to achieve our common objectives more effectively.

This year we have continued to support existing partnerships, and formed a significant number of new partnerships with organisations who have made a commitment as environmental investors..

## Snap shot of 22/23 FY partners





Geoff Black

Michael Shave

Wade Homes

Kim Barnes

Paul O'Hare

Dick Barnes

Beth Crowter

Dr Ann Peterson

Phil Moran

Brian Moore

# Management Committee

## Chairperson

Dr Kim Barnes  
PhD Assoc. Proff in  
Environmental Education.

Teacher and academic background in the school and university education systems. Extensive experience in sustainability and environmental education.

## Treasurer

Michael Shave  
Bachelor of Business  
(Accounting) and Arts  
(History)

Extensive experience in financial and business consulting and local government executive positions.

## Secretary

Geoff Black  
BE (Civil), GradDipDVST,  
DipCLM

Extensive background in land and community development and natural resource management.

## Committee member

Richard Barnes  
MA Engineering & Business  
Studies

Extensive corporate financial experience and Sustainable beef farmer in Noosa region.

## Committee Member

Wade Holmes  
30 years Geotechnician

Owner/Manager Australian Soil Investigations. Longterm Land for Wildlife member and passionate about preserving and protecting nature.

## Committee Member

Paul O'Hare  
Honours degree in  
Agricultural Science

Founding and life member of NDLG. Over 40 years' experience as a horticulturist with commercial industries. Chair of the Macadamia Conservation Trust.

## Committee Member

Phil Moran  
DipCLM

Extensive natural resource management background, representation on industry boards, community support. Co-owns Burrawingee Nature Refuge.

## Committee Member

Dr Ann Peterson  
PhD Master Urban &  
Regional Planning

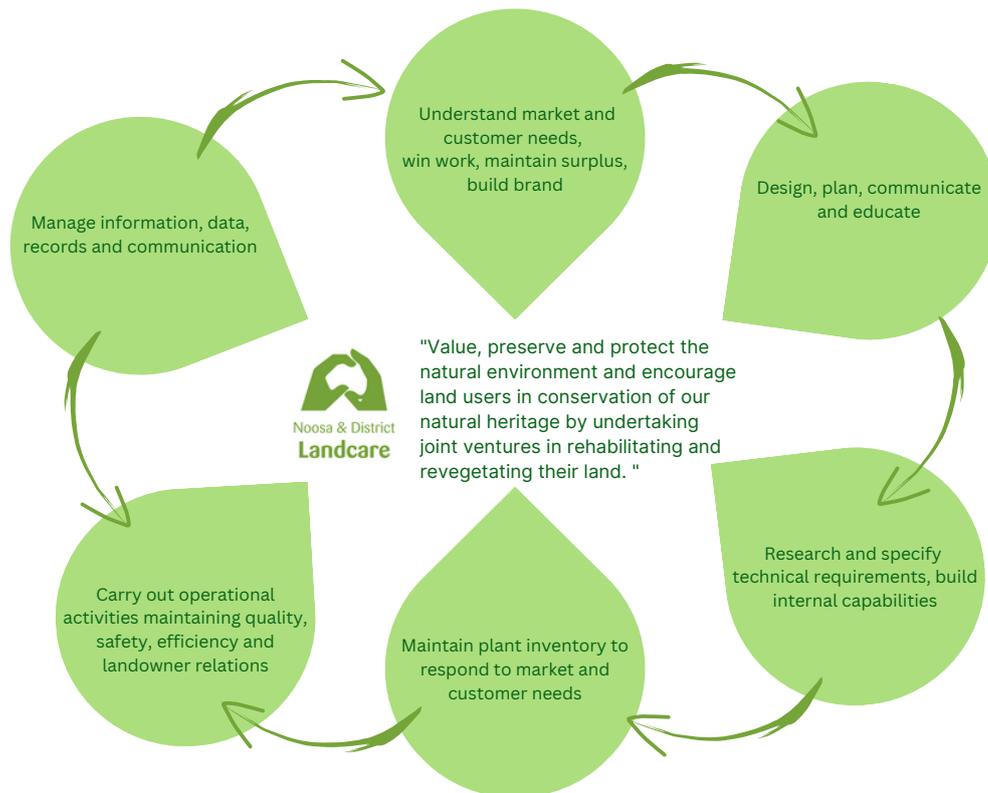
Academic researcher and teacher. Involved in conservation in the region since the 1960s.

## Committee Member

Beth Crowter  
B.Arts – Drama, Journalism,  
Ancient History

Team Leader, Research and Academic liaison, and university librarian.

# Organisational Chart



## Management Committee

Kim Barnes (Chair), Michael Shave (Treasurer), Geoff Black (Secretary),  
Dick Barnes, Beth Cawter, Wade Holmes, Phillip Moran, Paul O'Hare (Deputy Chair), Brian Moore, Ann Peterson

## Executive Management Team

**Business & Partnerships Manager**  
Rachel Lyons

**General Manager** Phillip Moran

**Administration & Finance Manager**  
Kim Maddison

## Operations and Initiatives

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

**Field Operations Managers**  
Jen Coleman  
Brent Whitworth

**Nursery & IT Manager**  
Owen Snowden  
**Nursery Officers**  
Lorin Burns  
**Nursery Assistant**  
Meg Searle  
Belinda Burke  
& many volunteers

**Hinterhub Managers**  
Lorin Burns  
Bernice Rosier  
**Hinterhub Assistant**  
Narelle An

**Administration Officers**  
Jaymie Suares  
Sophie Chegwyn  
**Administration Assistant**  
Kailey Pearce

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

**Field Supervisors:** Johnny Damhuis, Ered Fox, Ryan Schimke, Dylan Sparks

**Field Crew:** Angus Alexander, James Anderson, Jacob Broomhall, Jake Brown, Laura Buffinton, Belinda Burke, Perri Chaplin, Jessica Coleborn, Ethan Cooper, Ashley Crang, Annie Daams, Dylan Dunnachie, Bennett Ellis, Madison Glass, Zac Gunthorpe, Kevin Lindemann, Alexander Lyle-Wilson, Jane Macfarlan, Nathan Marais, Abbey Meldrum, Jamie Miszen, Dante Oliaro, Kailey Pearce, Harry Pearson, Jack Pearson, Imogen Pfister, Suzi Phillips, Zachary Rankin, Selina Toohey, Regan Weire, Richy Wielaard

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

**RFC Housekeeping:** Adrienne Smith and Meg Searle



# Chairperson's Report

Words by Kim Barnes

## ***Congratulations Noosa and District Landcare Group!***

In the time I have been associated with Noosa Landcare I have never read reports as good, and as positive, as I have in the last year. Phil and everyone associated with the Group should be applauded.

The success is all about the people. Noosa Landcare **employs over 65 people and another 30 volunteers** give up their time to assist the Group. It is a happy place, people working hard and being rewarded by their efforts. The environment is the winner!

Phil has reported glowing accounts of the work of staff, all of whom have contributed to the amazing end of year result. As Phil explains, 'the resourcing and logistics of this were the result of a terrific effort from all areas of Noosa Landcare from management, officers, supervisors, nursery and field crew'.

Noosa Landcare has **trained 400 young people in the Skilling Queenslanders for Work government initiative**. What an amazing contribution to the community and, specifically, the lives of those 400 young people. Congratulations to Kim and her team for such a success. One of my big joys in being involved in Noosa Landcare is attending the graduation of the trainees. These are young people who are thrilled to be given the opportunity of learning new skills, making friends and finding work. Thank you!

A feature of the reports for a recent management committee (MANCOM) meeting was thanking staff for all their hard work in achieving such great results in the last financial year.

Great results not only in terms of Noosa Landcare's financial position but great results in terms of the number of trees planted, the number of hectares planted, the hundreds more approved for planting in the next few years, community engagement, particularly with the Hinter Hub, community education, engaging volunteers, skilling young people, employing local people, ensuring the nursery can supply plants needed for the multiple projects, securing projects, achieving systems that ensure Noosa Landcare can continue achieving high results.....and so on. No doubt I have left things out.

## **Financials**

The news on the financials is fantastic and reflects good management and hard work! Michael's report on the financials is the best Noosa Landcare has ever seen. Noosa Landcare is in a very good space going forward.

Big thanks to the whole team for achieving this result and thanks to Kim and Michael for all their hard work.

## **The Projects**

Rachel will report on a very impressive list of projects either completed, current and/or in the pipeline. It is anticipated that the Yurol Ringtail project, alone, will result in 1000 hectares of land planted over the next 5 years. Additionally, 63,000 trees have been planted since the end of March covering over 63 hectares in the Lower Wonga project. What an achievement for our community! Congratulations to Rachel and the team for their ongoing hard work on this project and other similar projects on their list.

## **The Nursery**

The nursery is vital in supporting the teams in the field and highly successful. The nursery also provides retail stock in the Hinterhub which means the community can purchase quality native species. Owen is particularly commended on the job he is doing in managing a significant diversity of species along with a large volume of plant sales (internal and external).

## **HinterHub**

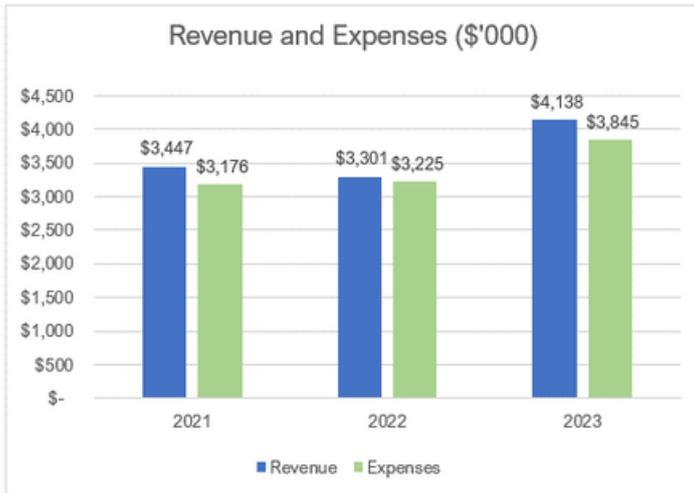
The HinterHub is going well. It's fantastic to hear really positive reports from the local community. The Hinterhub not only provides a "front" for Noosa Landcare but also provides a place for the local community to drop in, have a chat, get some advice on plants and buy local wares.

## **MANCOM**

It is my privilege to Chair MANCOM. We are a great team and each member brings their own set of skills and experiences. This year we were fortunate to have three new members, Anne Peterson, Beth Crawler and Brian Moore, all of whom have brought new perspectives and made MANCOM a stronger management committee.

# Treasurer's Report

Words by Michael Shave



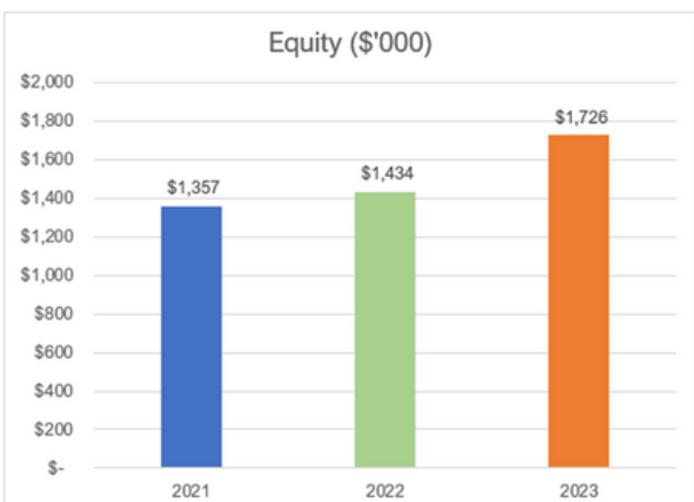
Noosa Landcare has continued its excellent financial performance with another strong result following the achievement of consecutive operating surpluses in 2021 and 2022.

Revenues of \$4.1 million were achieved through the delivery of a number of significant projects in the region during the financial year, a 25% increase on 2022 levels. In addition Noosa Landcare achieved an operating surplus of \$294,000, with cash balances increasing by \$411,000, another outstanding effort and testament to the ongoing effective financial management being practiced by Noosa Landcare's management.

The surpluses achieved over the last 3 years will assist NDLG with the funding of its asset replacement program from cash reserves, with a number of vehicles nearing end of life and requiring replacement over the next few financial years, to ensure that work crews can operate efficiently and effectively

I can also report that the auditor has signed off the NDLG financial statements with no material issues identified. Again a great result which reflects the strong internal control systems and processes the organisation has in place.

***Thanks once gain to Phil, Kim, Rachel and the team for all of their hard work and dedication which is appreciated.***



# General Manager Report

*Words by Phil Moran*

As we reflect on another very busy year, we are again dealing with the vagaries of mother nature. In last year's report, I noted the extremely wet weather the field crew had to endure. This last financial year, it has been the opposite – very dry, with a risk of frosts too. As I write this the UN has just declared an El Nino has arrived, and this may mean hotter temperatures and less rain. It does not always follow, and I hope we have at least some good rainfall.

This is particularly important to Noosa & District Landcare Group, as the team has been planting a lot of trees! You will see figures & details elsewhere, but allow me a quick snapshot...

**63,000 trees over 63 Hectares at Lower Wonga**

**12,800 trees over 11.5 ha at Dangerbridge Nature Refuge**

**20,000 trees over 23 ha on 6 properties under our Threatened Species project**

**50,220 trees over 125.5 ha in Yurol/Ringtail**

**1060 trees through the Roving Restorers program**

**8365 trees over 5.3 ha on 14 properties in Kin Kin**

**3225 trees across 9 private landholders including Gold members**

**450 trees for Noosa Council Bushland reserves and Offset planting**



*Our dedicated team has worked tirelessly over the past 12 months to finish numerous challenging, yet gratifying, large-scale restoration projects in the Noosa and Gympie Region.*

The logistics of getting this many trees in the ground are significant. It takes a whole of team effort. This includes our tireless volunteers potting the trees, Owen, Lorin and their crew in the nursery, each project officer, administration team, and Darrin & Jamie who look after our Skilling Queenslanders' for Work (SQW) teams, who really like washing the pots!

The Hinter Hub venture in Pomona continues to grow, proving an outlet for our talented artisans in the hinterland, as well as providing top quality native plants. The venue also hosted some fantastic workshops throughout the year. The series by Shaun Walsh was terrific and booked out. We have had some staff movements in the year, but the current crew of Lorin, Bernice, Narelle, and Imogen have been doing a great job. The 'Hub' also provides advice to the public, not just our membership. Speaking of which, our membership continues to grow. **As of early July, we have 507 members, a whopping 166 of which are Gold members. Almost 32% are Gold members.**

Our Landcare Link-up series was very popular again, with every event fully booked. There were many highlights, however to me, Tony Wellington (Capturing local wildlife through a lens) and Carl Billingham (Things that squeak and go hoot in the night) were stand outs. Marc Russell's Rainforest & Eucalypt ID workshops were also very well received.

You will be able to read individual Project officer, SQW, Nursery Hinter Hub and Administration reports in this publication. This goes to the depth of the group's activities. This level of activity of the group has led to a pleasing surplus, which will allow the committee to begin upgrading and replacing worn-out plant and vehicles (hopefully not the GM). The wear and tear of our 'hands on' work is significant, and we need to maintain our equipment keeping WH&S top of our minds.

The increase in turnover also means a direct increase in administration tasks. This mob are the unsung heroes of Noosa Landcare. We are very fortunate to have a high level of financial acuity, and I would like to thank Kim Maddison, her team, and Michael Shave, our Treasurer, for the excellent stewardship of the organisation. Without adroit administration, none of us would have jobs. On that note, I thank the internal management group of Rachel Lyons and Kim Maddison, whom I turn to daily for advice and counsel.

Noosa Landcare has been in operation for 33 years now...The group has contributed greatly to our environment, but also to our wonderful community. At end of financial year we had **65 people on our payroll**, which would make Noosa Landcare the largest employer in Pomona. Each one of these people, mostly young, (with the notable exception of the author) contributes to our local economy and have been able to find meaningful employment, locally. It is also interesting to reflect that in Noosa only 2% of all our business employ between 20 & 99 employees. Noosa Landcare is in that 2%. This is quite an achievement for the group.



Our band of volunteers are a valuable and respected team in themselves. Many are long term, with Nancy Dietrich the longest serving. Nancy is pictured left, supporting our wholesale nursery production with the wonderful band of volunteers at the Tuesday Potters Club. We appreciate their efforts, their humour and camaraderie.

Volunteers, also describes our management committee – again with me the exception. As a not-for-profit organization, having a stable management committee (MANCOM) is vital for continuity and stability.

This year we saw the resignation of the longest serving member of MANCOM in Paul Steels. Paul was here right at the beginning of the Noosa Landcare journey. We thank Paul, and I feel particularly indebted to Paul for his mentorship in the early days when things were, at times, tough. Our committee has taken steps to prepare for succession by appointing three new members – Dr. Ann Peterson, Brian Moore & Beth Crawter. On behalf of all our staff, I would extend our appreciation of the steady, sage counsel and the sterling leadership of the Executive of Chair, Dr Kim Barnes, Deputy Chair, Paul O'Hare, Treasurer, Michael Shave and Secretary Geoff Black.



*Founding member and long-term active committee member, Paul Steels.*



A summary of our operations can be viewed at [https://www.youtube.com/watch?v=\\_havVBU-C5o](https://www.youtube.com/watch?v=_havVBU-C5o)

***To our members, staff, and volunteers, I thank you for your valuable contributions to your Noosa Landcare.***

# Business & Partnerships Manager

Words by Rachel Lyons,  
Business and Partnerships Manager

## **What a year!**

In the 2022/23 financial year we commenced two of our largest and most ambitious on-ground projects to date.

Firstly, our initial contracted large-scale hectares with Greenfleet as part of the Yurol and Ringtail State Forest Koala Habitat Restoration Project. **Over 214ha (85,680 trees) were planted for the project during 2022/23** – an amazing feat given the difficulties of the site and the access issues during the wet periods.

Secondly, the commencement of phase 1 one of a large 148ha Accredited Carbon project with Star Entertainment at Lower Wonga. **Phase 1 required the site preparation and planting of over 63.55ha (63,550 trees)** in a location fairly remote from our depot base.



*Photos above: Our large scale restoration projects. Photo on left: A birds eye view of the Yurol State Forest Koala Habitat Restoration Project. Photo on right: Day 1 of planting at the Lower Wonga 'Corymbia' restoration site, a 148ha Accredited Carbon project.*

Both large concurrent projects presented positive growth and expansion challenges to Noosa Landcare. From juggling spots on an expanded bench space in the nursery, allocating appropriate equipment and vehicles between competing jobs, to upscaling our workforce and casual planting team.

And this was all in amongst our other works at various other sites around the region.

Investment was made in our nursery operations that will reap benefits for years ahead and we gained quite a new fresh crop of talent into our field crew from the casual planting crews.

The entire team rose to the occasion and completed all work planned which helped yield our biggest year of on-ground outcomes and also yearly income to date.

### **Major Achievements:**

**110 on-ground projects undertaken.**

**> 416 ha of targeted weed control undertaken.**

**> 374 ha of revegetation undertaken.**

We continued our highly valued partnerships with our local major land managers and organisations, to deliver synergetic cooperative outcomes. These included Noosa Council, Seqwater, HQ Plantations Queensland, Queensland Parks and Wildlife, Greenfleet, Department of Transport and Main Roads, Gympie Council, Sunshine Coast Council, the Kabi Kabi First Nations People, Unity Water, Healthy Land and Water, Burnett Mary Regional Group, Tourism Noosa, Black Star Coffee, Queensland University of Technology, Star Entertainment and Queensland Trust for Nature.

In keeping with our over-arching goals of community engagement and capacity building, we continued to deliver highly attended workshops and field days – **47 workshops and community events held and over 770 people attending.**

On the grant submission front, we were quite selective with what we went for given how busy our on-ground crews are and continue to be. The following statistics relate:

- Total Bids / Pitches Submitted – 24
  - Total Bids / Pitches Successful – 21
  - Tenders Withdrawn / Grant Program Cancelled – 0
- Success Rate – **87% equating to over \$4.8 million of funding generated this year** to be brought into the local community to be rolled out over the coming few years.
- As many of our large projects are multi-year, we will see continued busy operations for the coming year and beyond which is great news for our organisation and ability to keep our highly valued staff employed at full capacity moving forward.

**We look forward to another successful year in 2023/2024.**

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 2022-2025 Strategic Plan and the annual targets we have achieved.

Goal	KPI	Annual Targets		
		Achieved (20/21 FY)	Achieved (21/22 FY)	Achieved (22/23 FY)
<b>ENVIRONMENTAL STEWARDSHIP:</b> Increase the area of abundant biodiverse landscapes under conservation management:	To directly revegetate >500 hectares by 2025	98.6 ha	114.5 ha	374 ha
	To directly manage 300 hectares of weeds to assist natural regeneration by 2025	116ha	195.6 ha	416 ha
	To be working in partnership with 8 major land managers in on-ground projects in a formal capacity.	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)	9 active partnerships (QPWS, NC, GRC, SEQW, SCRC, HPQ, TMR, SCRC, Unity Water)
<b>PROMOTING LEARNING:</b> Grow community awareness of the need to protect and build our biodiverse landscapes:	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}	15 events >450 people attended	35 events >600 people attended	47 events >770 people attended
	To undertake 6 school visits / activities per year {Surrogate indicator}	8 schools/ University visits	10 School /University Visits	6 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	69 Gold Member visits	40 Gold Member visits
<b>ENGAGEMENT AND ADVOCACY:</b> Promote the aims of the organisation through effective advocacy:	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).	>29 events/committees	>35 events/committees	>40 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>



Photo: Jasmine Connors

# Administration Team

*Words by Kim Maddison*

*Administration and Finance Manager*

While our department roles morph throughout the year depending on the needs of NDLG, in a nutshell, the Administration team is responsible for:

- Human resources and payroll
- Financial management
- Offices and Premises
- Asset tracking
- Memberships
- Administrative support and tracking for all business units and projects
- Support for WHS, and policy development

A few things from the year behind us:

## **Finance**

Financially the reports tell of a good year. And while this is so, the reality is that a formidable amount of work was rolled out by many talented folk here at Noosa Landcare over a 3-month period in April, May, and June 2023. Financial tracking and forecasting are a very interesting part of my role and this made for a nail-biting end to a financial year. The Treasurer will provide a report on the overall outcomes and plans for the future.

## **HR**

What comes with any growth in an organisation is a lot more work, and our administration team bears a huge increase in workload for many aspects of that organisational development.

I would like to applaud the team and especially Jaymie and Sophie who have taken on most of the training and support for two new admin team members, while simultaneously increasing their capacity by upskilling (a few webinars and a bit of researching) to take on new tasks and responsibilities across this busy time. Readying our payroll system for Single Touch Payroll (STP2) was part of the activities at the end of June 2023.

Kailey is a new Admin recruit and is finishing her traineeship in Conservation and Ecosystem Management while taking on the front desk role and supporting the office-based teams. She is proving to be efficient and responsive in everything she tackles.

## **Psychosocial Hazards**

Another part of our role in 22/23 Financial Year was to initiate the updates for inclusion of 'Managing the Risks of psychosocial hazards at work Code of Practice 2022' into our WHS frameworks, relevant from 1st April 2023.

To support this, Noosa Landcare has enacted the following in 22/23:

- Updated policy documents to include recommendations in the Code.
- Updated safe work statements to include recommendations in the Code.
- 6 x Supervisors/Managers completed an accredited two-day Mental Health First Aid Course.
- 6 x extra Supervisor/Managers committed to Mental Health First Aid Course by end of 2023.
- Inclusion of short workshop – 'Introduction to Mental Health First Aid' in every trainee group intake from July 2023 onwards.
- Paid Subscription to Employee Assistant Program offering counselling and digital support across a wide range of health and lifestyle options.
- Established a Health and Well Being Corner with information and resources.
- Established a Health and Well Being Sling Newsfeed to share information.

Thanks to Jen Coleman for help in updating the internal documents and supporting the roll out of the recommendations.

## ***From the Team***

### ***Jaymie Soares – Administration Officer (Payroll and Memberships)***

Our role as Administration staff is broad and diverse, as we support the many areas and facets of Noosa Landcare. Whether it be compiling information and doing estimates for jobs, processing financial reports, onboarding employees, HR related items, ordering safety equipment, liaising with customers and suppliers, the list goes on and on, there is generally an Admin person involved in some part of the process. It's a great way to keep connected with what is happening within the organisation and being able to support other staff in their role, is very rewarding.

Payroll has continued to grow and expand, we have had approx. 50-70 paid employees each fortnight during the financial year. This is an area of continual learning and developing new practices to streamline the payroll system. Memberships and workshops is an enjoyable part of my role, it's great to connect with members of the community and provide events to encourage their learning and passion of caring for the environment.

Our Admin team work well together, we each have our own areas to oversee and manage and are all supportive and helpful of each other, which makes it a great place to work each day!

***Sophie Chegwyn – Administration Officer (Accounts)***

A very busy year saw administration staff stretched with a high volume of activity, but able to meet the challenge. In the last twelve months I have worked to get the accounts payable and other tasks of my role completed in a timely manner. I also took on some new responsibilities preparing estimates and job approval administration.

A big win was working out how to produce a time-saving report from Sling employee rostering for the fortnightly Current Status Job Sheet which forecasts the number of labour days a job has left to do. This eliminated the need to count every individual shift and cut my processing time by half.

Another enjoyable and productive year working beside very committed colleagues!

***Kailey Pearce – Cert 3 Trainee, Administration Assistant***

I was invited to join the Noosa Landcare administration team earlier this year as their assistant and I will continue to be grateful for the opportunity to work alongside some of the kindest people I have ever known. As an assistant, it is my role to make sure all the other admin staff, project officers and managers are equipped with the assistance they need to fulfil their roles. I proudly enjoy every day in the office and I'm lucky to be a part of an organisation dedicated to having a positive impact on the community, mother earth and our colleagues and friends.

I look forward to the future of Noosa and District Landcare and hope to be a valuable part of the team for many more years to come.



# Growing in the nursery

Photo by: Lui Weber

*Words by Owen Snowden,  
Nursery manager*

We managed to surpass last year's units sold with a massive **287,112**. This has enabled us to expand our holding capacity within the wholesale nursery by over 25%, or 125,000 tube stock. The usual projects have continued throughout the year such as Yurol/Ringtail and MRCCC, as well a new project spanning two years in Lower Wonga requiring more drought tolerant species that we tend to not propagate in large numbers, proving a challenge to grow such large numbers in a short timeframe.

**Land for Wildlife owners collected a total of 21,285 plants** which is near double from last.

During the year we have had a few staff changes with Sarah Lawson moving onto project management within Noosa Landcare. The Nursery team would like to thank Sarah for all her horticultural enthusiasm and hard work while she was in the nursery. Lorin Burns has now joined the team during a very challenging time as Assistant nursery manager whilst still juggling her Hinter Hub role. We are very fortunate to have such great people that can step up and fill in a roll so quickly. Maddison Glass has also been helping us a few days a week to help during the busy period with all aspects of nursery operations. This has been greatly appreciated.

Another two fantastic groups of Skilling Queenslanders for Work reams have come through the nursery learning and assisting us in everyday tasks, which has been a tremendous help. As well 4 trainees doing their Certificate 3 in Conservation and Ecosystem Management aiding us wherever possible. **Our dedicated volunteers who did another 1863 hours this year** have provided us an invaluable service from potting up plants to building benches and everything between.

We aim to expand our species list this coming year with a few new species, one of them been the *Boronia rivularis* (Wide Bay boronia, pictured above) and trialling many more.



# The Hinter Hub

*Words by Lorin Burns,  
Hinter Hub Manager*

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 as we know it today was established in early December of 2020 and invited local artisans and artists to stock their unique products and artworks alongside our native plants.

Adding a few new stockists over the past year, the Hinter Hub now has over 90 suppliers and stocks a wide variety of products including plants, unique pottery and homewares, art, greeting cards, eco-dyed clothing, weaving, jewellery, botanical skincare and beauty products, chemical-free household products, non-fiction botanical and natural history books, gardening equipment, nest boxes, nature-focused children's toys, books and clothing, and local bush tucker herbs and spices, teas and food products. Supporting local makers and promoting well-made, sustainable, and durable products is a strong selling point for the curation of our collection. We are extremely proud of the calibre of goods we offer to the public and are constantly in awe of the talent in our community.

In the nursery, we continue to diversify our species selection, providing more native ornamental and screening plants suitable for small-scale gardens and introducing new species as often as we can. In very exciting news, we began stocking a new 90mm pot size this year, the Maxi! This larger and wider pot allows for better development of plants with shallow, horizontal root systems, like many of our rainforest species. We have been growing a range of interesting, rare, and uncommon species in these pots, they continue to sell extremely well and are quite popular with our regulars.



Local products available at the HinterHub Store.

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 visitors from the northern parts of the Sunshine Coast Council area, and even have regulars who commute from Hervey Bay and Maryborough. 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.*

We are very grateful to work closely on all things plants with production nursery managers, Owen Snowden and Sarah Lawson (who took up a new position within Landcare as a Project Manager at the start of 2023). Their expertise and support has been so valuable in the continual improvements of our retail nursery. The production nursery team, including its many dedicated volunteers, put in a lot of effort and pride in supplying high quality and diverse plant stock for our customers.

October last year saw the launch of our "Garden Series" Workshops with local Landscape Architect and longtime Noosa Landcare volunteer and friend, Shaun Walsh. The 3-part series sold out almost immediately and was a huge hit amongst attendees. With lots of fun, interactive elements, native food tastings and urban gardening tips, it was exciting to be able to utilise Station Square as a community education hub. We would like to thank Shaun for sharing his knowledge, passion and time. We have locked him in for next year as well and look forward to doing it all over again. There is also capacity to introduce a wide range of future workshops with many of our makers! Watch this space!

Sadly, towards the end of the financial year we did say goodbye to our wonderful co-manager Liz Capelin. Liz has moved into full-time in her other role as Community Engagement Officer in the Environmental Visitor Centres with Sunshine Coast Council. Though her warmth and engaging presence in the shop is greatly missed, we wish her every happiness and success in her new position. We welcome to the team as new co-manager Bernice Rosier. Bernice has over 30 years of experience in the plant world as a horticulturalist, landscaper and educator. Her enthusiasm for all things native is contagious and we're very happy to have her and her expertise on board. We would also like to acknowledge the support and hard work of our fantastic Shop Assistant Narelle An who has been extremely flexible, endlessly positive and dependable throughout the Hub's changes this year. You are a delight and an asset to the Hinter Hub team, thank you for everything you do.

Lastly, we would like to thank everyone at Noosa Landcare including the staff at the Rural Futures Centres, the Wholesale Nursery, the Management Committee, Landcare's volunteers and Skilling Queenslanders trainees for their unending support, hard work and advice. It is a privilege to be the public face of an outstanding and award-winning Landcare organisation. 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!***



# Looking after our glorious Gliders

Words by Rachel Lyons

## Our partners



Queensland Government



Following on from the momentum gained from ground breaking Greater Glider surveys undertaken as part of Landcare led bushfire funding in 2021/22, we continued our efforts to gain greater understanding of the population and location of this beautiful endangered species in the Noosa region.



Through a Queensland Government Community Sustainability Action Grant (CSAG) – Community Engagement on Queensland's National Parks and State Forests grant, Noosa Landcare were able to undertake nine National Park and State Forest sites surveys for Greater Glider (scat detection dog surveys and 2 x night spotting surveys per site). **19 volunteer surveyors participated, contributing a total of over 73 hours volunteer time.**

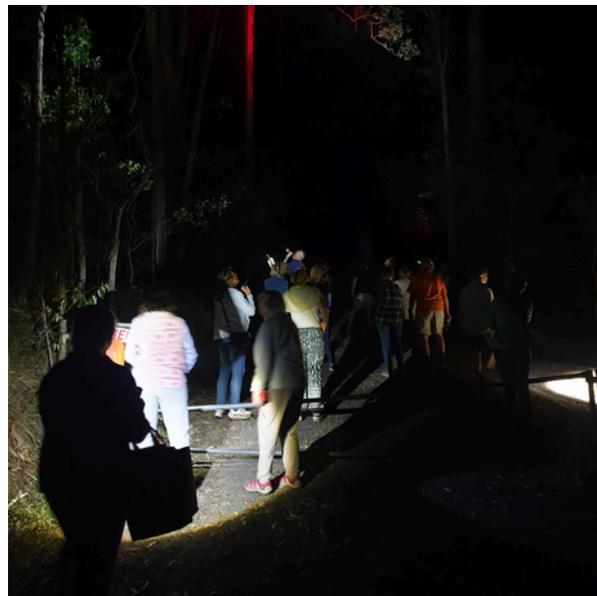


*Photos left: Field night and day detection dog surveys for Greater Glider's within in selected State Forests and National Parks of the Noosa Region.*

*Top photo shows volunteers Belinda and Katrina with Noosa Landcare's Rachel Lyons and Ada and Nicki from Morekos Kennels undertaking detection dog surveys.*

Together with major landholder partners through another Grant under the CSAG – Queensland Threatened Species Recovery funding, we reviewed survey data collected to date and identified critical linkages and gaps for Greater Glider movement and genetic connection through the Noosa Shire. The analysis has helped prioritise sites for impending further surveys on private and reserve lands (focused on Land for Wildlife, Voluntary Nature Conservation Agreement and Nature Refuge properties), nest site installations and enhanced vegetation protection needs.

A workshop on Greater Gliders featuring Matt Cecil from the Queensland Glider Network (Wildlife Preservation Society Queensland) was held in April and a spotlight visit to Mt Cooroora foothills saw participants see what was a first Greater Glider sighting for many.



*Photos left: Greater Glider workshop with Matt Cecil and Rachel Lyons at our Monthly Landcare Linkup. The evening included a spotlight visit to Mt Cooroora to see Greater Gliders up close! Below photos: Niki and detection dog Ada finding Greater Glider scat, and scat collected to be DNA verified.*

Our work to date was valued through an invitation by Department of Transport and Main Roads (TMR) to present a webinar to TMR staff on Greater Gliders and new ways to detect the species during development work.

We look forward to continuing to gain more knowledge and undertake meaningful habitat restoration for Greater Gliders in the next year.





# Noosa Koala Habitat Restoration Project

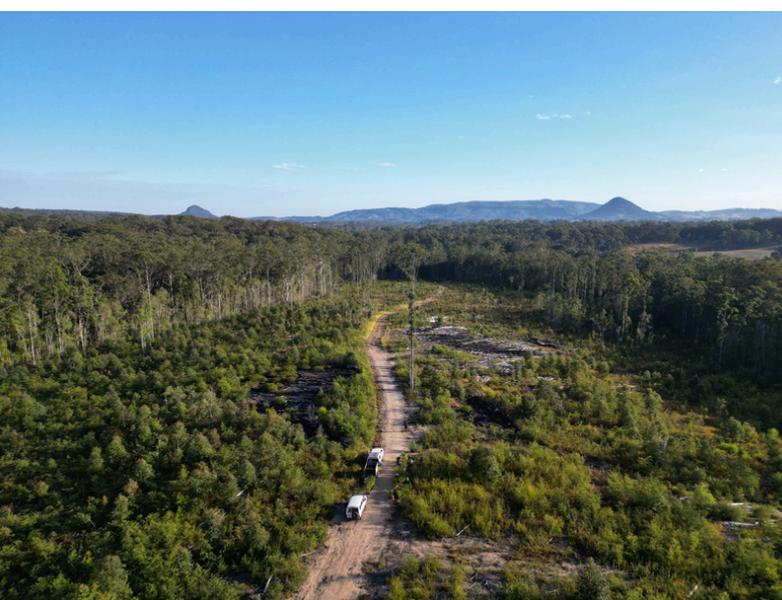
## Yurol- Ringtail State Forest

Words by Jen Coleman,  
Project Officer

Noosa Landcare, the Queensland Government, HQPlantations, Noosa Council, Noosa Parks Association, Kabi Kabi Peoples Aboriginal Corporation, and Greenfleet have joined hands for the Noosa Koala Habitat Restoration Project, to transform 1100 hectares of former forestry at Yurol-Ringtail State Forest into the Tewantin National Park.

As of 2022-23, the team has successfully **planted 56,412 trees over 141.03 hectares**, a remarkable accomplishment considering the challenging planting conditions. The team planted canopy Koala food trees to replace those that have not naturally regenerated since harvesting has occurred. Planting was undertaken utilizing mattocks to dig holes, a difficult task due to the thick natural regeneration of ground covers, grasses, and shrubs throughout the planting zone.

Additionally, Noosa Landcare has been managing weeds within the planting areas, treating Gympie Messmate regrowth from the hardwood plantations and pine wildlings from softwood plantations, Lantana, Camphor laurel, and a variety of other woody weeds. This has been carried out in conjunction with the planting of trees in the Yurol and Ringtail State Forest.



Left photo: Birds eye view of the Yurol State Forest restoration site. Right photo: Field crew sorting a days worth of native tubestock for planting.

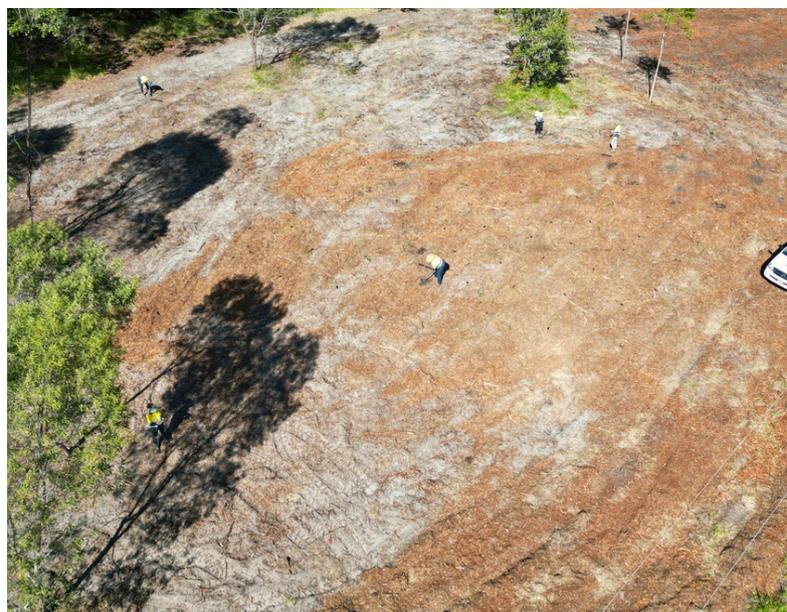
# Koala Carbon Habitat Restoration Project

## *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. 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.

Noosa Landcare has been contracted to deliver the project over 4 years from the 20/21 financial year until the end of 23/24 .**The first stage of the project saw a total of 57.89 hectares and 131,927 native tubestock planted and an 11 ha assisted natural regeneration**, through targeted weed management. Maintenance of Stage 1 was undertaken through the 2022/23 financial year to ensure maximum survival rates and rapid growth to meet the restoration plans objectives. Noosa Landcare has achieved this by using techniques such as hand weeding and chipping weeds around the base of the trees, brush cutting to allow more light in and using equipment such as a Razorback mower to reduce competition of grass around the stems.

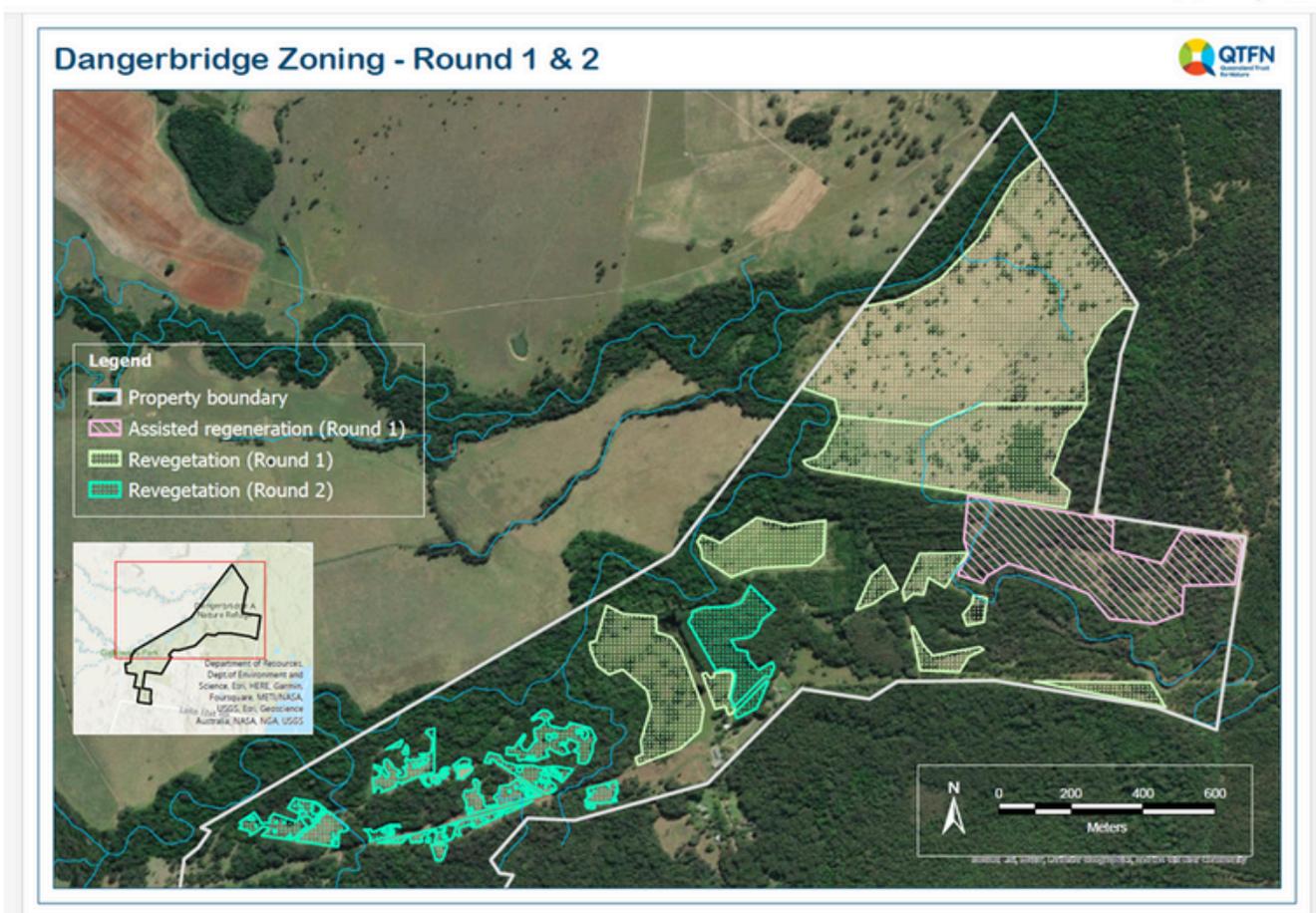


*Photo left. Stage 1 plant growth - looking healthy and happy! Photo right. Crew planting stage 2 of the Koala Carbon Habitat Restoration Project.*

Overall, the plants are growing well, survival rates have met the required targets, with many trees over 3m tall and natural recruitment starting to occur. There is one more year of maintenance left for Stage 1.

Stage 2 of the restoration project was also approved and completed in the 22/23 financial year with 7.5ha of open pasture and 3.7ha of an unused and cleared macadamia orchard revegetated. Planting commenced in May 2023 and was completed by the end of June 2023. **A total of 13,800 trees were planted by Noosa Landcare field crew** using mattocks. Fortunately, the ground across the site still had retained moisture from last year’s high rainfall, making for great planting conditions. This was followed by 100mm of rainfall over the last month of planting, seeing many of the planted tubestock powering through to of the start the El Nino. Browsing has been minimal and the property is seeing continuous improvements in tree growth. Noosa Landcare will continue to maintain Stage 2 for another three years.

*Planting and management areas for the Koala Carbon Habitat Restoration Project at the Dangerbridge Nature Refuge.*



Our partners



# Enhancing Koala habitat & community Koala monitoring in the Noosa Region

Words by Rachel Lyons



Through generous funding from the Federal Environment Restoration Fund's – Threatened Species Strategy Action Plan – Priority Species Grants, Noosa Landcare completed some momentous achievements during 2022/23 in our efforts to enhance Koala habitat in the region and understand Koala density and occupation.

**18,830 trees were planted over 6 private landholder sites totalling 23.63 hectares** of new and/or enhanced eucalypt forest in critical Koala linkages and existing habitat areas in the Noosa Region



All sites have experienced great survival rates to date and minimal loss thanks to great soil moisture conditions. One site also included grazing restriction via fencing of a gully line and dam area, which will provide enhanced water quality improvements on the property also.



*Photos left: Revegetation works undertaken by Noosa Landcare field crew across several private properties in the Noosa Region.*



*Photo left: Jen working on the automated flight paths as part of her training. Photo right: Tamara undertaking flight training in the field.*

Five staff (3 Noosa Landcare and 2 Watergum Community Inc) also were benefited by a custom designed advanced Drone Training Workshop run by the Queensland University of Technology expert drone team. The workshop greater improved their skills, experience and ability to undertake targeted thermal drone koala surveys using the DJI M300RTK Drone and XT2 Sensor. An additional staff member (Tamara Kubica) also achieved her RePL Sub 25kg & Night Drone License as a result of the project, to strengthen our existing drone team.



*Rachel, Jen and Tamara from Noosa Landcare and Ros and Kristina from Watergum on the Gold Coast undertaking training with the Queensland University of Technology expert drone team.*

#### Our partners



# Bushfire Recovery Project

## Noosa River Catchment

Words by Jen Coleman,  
Project Officer

The main focus of this project was to enhance the capacity and resilience of communities affected by bushfires in the Noosa River Catchment. To achieve this, various fire management actions were implemented, which included constructing improved fire access trails, performing fuel load reduction works, implementing weed control measures, building all-weather crossings, installing firefighting compatible infrastructure such as water tanks, constructing fencing to protect sensitive areas from cattle, and revegetating areas severely impacted by fire.

The project was successfully completed across nine properties in the Noosa River Catchment by Noosa Landcare field crew and sub-contractors. The team completed the following tasks:

- Maintained 2500m of fire trails
- Created 3500m of new fire trails
- Built six all-weather crossings
- Provided one portable water pump
- Conducted 3500m<sup>2</sup> of weed control in areas impacted by fire
- Planted 1000 trees to replace vital food and habitat trees lost in the fires

This project was a great success as it fostered relationships and educated local property owners in fire resilience.

Our partner



*Photos below. Before and after culvert crossing installation for fire access tracks, allowing all weather access for maintenance and fire management.*





# CSAG Community Engagement on Queensland's National Parks and State Forests

Words by Tamara Kubica,  
Project Officer

Through the Queensland Government Community Sustainability Action Grant (CSAG) – Community Engagement on Queensland's National Parks and State Forests grant Noosa Landcare was able to further support the restoration works undertaken as part of the Noosa Koala Habitat Restoration Project within the Yurol State Forest and Ringtail State Forest. A \$20,000 cash boost was utilized to address weed issues outside of the revegetation sites, improving the resilience of both existing high biodiversity remnant vegetation areas and the long-term management of the revegetation areas.

Our organisation has worked closely with Queensland Parks and Wildlife Services (QPWS) to determine priority weed treatment locations and worked along rangers to remove woody weeds across the park. **Total area of 38 hectares of weed management was completed through this project.**

The grant also provided opportunity for the community to get involved through monthly weekend working bees hosted by the Roving Restorers Noosa Chapter. Eight working bees were conducted in the 22/23 financial year, with an average of eight volunteers attending each event. Noosa Landcare staff facilitated these events helping attendants with bush regeneration techniques, plant identification techniques and enjoy a well-earned morning tea together each month. **The working bees has achieved 23 hectares of weed management** through the CSAG grant program.



*Our wonderful Roving Restorer volunteers at the monthly Saturday working bees at Yurol State Forest.*

## Our partners



# Keeping it in Kin Kin

Words by Jamie Knight,  
Project Officer

The 2022/23 financial year was the final year of our initial 3-year Noosa Council Multi-year Environment Collaboration grant. We are very grateful for the community's continual support for the Keeping It In Kin Kin program and the willingness of landholders to join us in helping improve the health of the Kin Kin Catchment and Noosa River.

Noosa Landcare visited and completed works on 17 properties in the 22/23 financial year, of which just under half were new landholders to the program and the remaining being landholders that have undertaken projects in previous financial years. The ongoing engagement and staged nature of projects, is one of the real benefits of having multi-year programs and an integral part of what makes a program successful. This allows landholders to have the ability to achieve our shared objectives within timeframe suits their busy schedules and on-farm business goals.

In total, the Keeping It In Kin Kin project for this financial year has planted out **5.28 hectares with 8365 native plants**. More specifically, this year the program supported the revegetation of over half a kilometre of riparian zone with minimal or no vegetation buffer to broaden and strengthen these fragile areas and installed 350 metres of cattle exclusion fencing to manage grazing pressure within these sensitive environments.



Photos above: Before and after revegetation along a gully with in the Kin Kin Catchment.

Noosa Landcare undertook several community engagement and capacity building workshops to promote best practice land management. John Day from Emu Ridge Consulting presented a very informative workshop on erosion management, covering the most common forms, and offering information on best practices in the management of sheet, gully and hillside erosion.

Bruce Lord from Healthy Land & Water and guests, USQ Meteorologist Dr. Chelsea Jarvis, and USQ ClimateMate, Peter Crawford, presented a highly educational Climate Adaptation Workshop for Noosa Hinterland property-owners interested in learning more about wide range of climate information, tools and applied management strategies to improve the sustainability and resilience of their properties.

Noosa Landcare's Phil Moran, Rachel Lyons and myself presented an update on the project to the Kin Kin community for our KIIKK info night at the Kin Kin Arts Hall. Attendees included many Kin Kin locals and a few Noosa Councillors who were treated to some delicious curries cooked by Jodie from the Black Ant Gourmet. The evening finished with an open forum for everyone to have some input on what sort of workshops and demonstrations would be useful to landholders.



*Photos above: Community workshop events hosted through the Keeping it in Kin Kin program.*

With the help of the stalwart volunteer, Paul Ryan, we perform monthly ambient water quality monitoring on two of Kin Kin's major waterways. While these monthly readings provide only a snapshot of the conditions on the day, they allow us to identify trends in water quality parameters over time. Our team has collected 32 months of data from 9 monitoring sites on Kin Kin and Wahpunga creeks, all within 1km of landholders involved in the project.

Using this data, Paul compiled an integrated water monitoring report that bears similarity to the MRCCC's water health report card for the Mary River Catchment. The insights gained from this report now inform and contribute to the formulation of Noosa Council's 2023 Integrated Water Monitoring Plan. The Noosa Landcare team, through the KIIKK project, is working alongside Noosa Council, Noosa Integrated Catchment Association, and MRCCC to incorporate water quality monitoring and data collection in the Noosa shire hinterland and estuarine waterways.

In addition to identifying compliances and non-compliances, the report has also pinpointed sediment hotspots (point sources) that have been documented and reported to Noosa Council. These observations will aid future targeted works through the KIIKK program and other aligning initiatives.

# Lake Macdonald Water Supply Catchment Protection Program

*Words by Ilana Kelly,  
Project Officer*

June 2023 saw the completion of Year 5 of the Lake Macdonald Water Supply Catchment Protection Program in partnership with Seqwater. This is the final year of the current program for the Lake Macdonald Catchment. The past 5 years provided many learnings and provided a deeper understanding of the water quality risks and land management within the catchment area.

During Year 5 of the program, Noosa Landcare continued to work with landholders of the Lake Macdonald subcatchment to undertake on-ground works to support water quality and waterway health on their properties. This included waterway revegetation, weed control of Madeira vine, erosion remediation along hillslope and gully sites and installation of livestock infrastructure, such as fencing and water troughs, to support grazing management and reduce cattle impact to the property's waterways.

A highlight of the year was the program's events and field days. With the support of the amazing team at the Mary River Catchment Coordination Committee, Noosa Landcare hosted several events in the Lake Macdonald subcatchment. This included three grazing field days, which focused on pasture condition, pasture species and grazing planning, facilitated by Graeme Elphinstone and Brad Wedlock. These events were hosted on three local farms in the catchment area. This provided a great opportunity for participants of each event to get property and land type specific information relevant to their properties and meet neighbours and other locals in the catchment.

It was rewarding to see the high participation from Lake Macdonald landholders and the enthusiasm and on-going interest in the topics presented at these events. These events also highlighted the benefits of neighbours coming together to discuss land management issues or interests. It was delightful to see the many connections amongst the community made at these events!

## Our partners





*Photos above: Grazing Management and Pasture Stocktake field day hosted on a grazing property at Lake Macdonald.*

A Water Quality 101 workshop was also presented during Year 5. Watchwatch Coordinator, Keira McGrath, and Brad Wedlock from MRCCC helped facilitate the event at a local property at Cooroy Mountain. The event took a deep dive into water quality, with participants learning about the parameters of a healthy waterway, tools for assessing waterway health and management considerations for waterways and dams. The owner of the property, Brian, has been an on-going member of the program over the years, undertaking revegetation works along Six-Mile Creek and the property's gullies. The property also holds mature revegetation sites along Six-Mile Creek, planted by his family with support from Noosa Landcare back in the early 2000s. This gave participants of the event great insight into the long-term benefits of waterway revegetation and the impact landholders can make in their time as custodians of their piece of land.



*Photos above: Water Quality 101 workshop at Cooroy Mountain with local landholders, presented by MRCCC. Photo on previous page:*

During this past financial year, Seqwater continued to provide partnering organisations across their Southeast Queensland Catchments technical training and capacity building during Year 5. I had the opportunity to attend several events that supported learnings in grazing management, erosion remediation, project management and effective engagement.

Noosa Landcare has submitted a five-year implementation plan for the Lake Macdonald Catchment Care Program, with continued support from Seqwater. We are excited to announce that the next phase of the program will feature a series of landholder meetings to create a new program for the next five years. These meetings will allow landholders to share their concerns about land management and help design the program.

As the current program comes to an end, I will also be stepping down as Project Officer for the Lake Macdonald Water Supply Catchment Protection Program. I am incredibly grateful for the rewarding experience and learning opportunities that came with this role, and I thank the Noosa Landcare team, as well as Tim, Julian, Elise, and the Seqwater team and partnering landholders for their support. I look forward to seeing the continued success of the program in the future.

## Thank you for a fantastic 5 years!



## Our partners



# Whats happening on the Mary

Words by Kyle Sanderson,  
Project Officer

What an insightful and progressive year for the Mary River Catchment Coordination Committee (MRCCC) projects. As the weather patterns shifted and our expectations of another year of flooding were skewed, our planning for more rain events turned to preparation for both possible flood and drought risk. Nonetheless, we moved forward with careful management and an ability to adapt to the changing conditions. I'm very pleased to say that regardless of the challenges we have completed another really successful year of revegetation and weed control projects with an unstoppable team of wonderful individuals whose love and dedication for what they do is highlighted in their professional standard of work.

Working alongside the incredible MRCCC team, Noosa Landcare undertook revegetation and weed control works across 44 properties along the Mary River from Kenilworth to North West Gympie, as well as Six Mile Creek from Traveston to the mouth near Gympie. This totalled just over **10,000 plants** in the ground and **22 hectares of weed control**.

Focussing this year mostly on flood recovery infill plantings, we undertook small to large plantings across 12 different established sites that had been carefully assessed for their need and effectiveness. I'd like to acknowledge the commitment of the landholders of the properties that we work on, whose willingness to let us access their properties on a regular basis, great communication, and dedication to helping the projects thrive being a defining element to the success of the works we undertake. As the relentless hot days persisted through January and into March, it was crucial to keep the water up the new infill plantings and some of these property owners would see us out at their property on a weekly basis over this time.



BEFORE



AFTER

Moving from one weather extreme to the other we made observations that were greatly beneficial to our future planning as we saw how species responded through both conditions. This really helped to fine tune our stream bank revegetation species lists as we work harder to achieve resilient planting projects that will survive through varying conditions whilst performing critical environmental functions such as erosion control and improved stream bank habitat.



*Photo above: Noosa Landcare staff undertaking Cat's Claw Creeper Vine. Photo on previous page: Before and after revegetation works along the Mary River riverbank, which experienced significant damage from floods.*

We saw a big positive impact on our existing weed control sites over this last FY. Our follow up Cats Claw Creeper work reaching the point of treating the vine at all ages on some sites including the young seedlings on the ground rather than just the aerial vines as priority, making it really feel like we are gaining substantial momentum with the management of this nationally significant pest. We were also able to locate new previously unknown Cats Claw infestations in the gaps between existing sites, and begin treatment and plan for new works before the mature vines set seed in Spring.

As with previous years, Madeira Vine treatment was also a high priority. We worked across 11 separate properties along Walli Creek and the Mary River treating a lot of new growth washed in from last years floods, as well as a substantial amount of mature vines on new properties added to our list.



The new FY has already shown to be a very busy and exciting one with a number of new stream bank revegetation projects to be undertaken as well as essential ongoing maintenance across existing projects. A continuing commitment to Cats Claw and Madeira treatment across existing and new sites is already confirmed and well underway.

*Photo left: Madeira Vine control undertaken along the Mary River.*

# Sunshine Coast Council Ecological Restoration Offset Projects

Our partner



Words by Jen Coleman

Our field crews have been actively maintaining the revegetation and natural regeneration areas across four sites within the council's reserve portfolio. Specifically, we continued the upkeep of the 12,000 trees planted in 2019, utilizing a combination of chemical control and mowing of pasture grasses across the 6.5 ha. The trees in this area have experienced substantial growth, with some exceeding 4-5m in height. In the assisted natural regeneration area, the team employed bush regeneration techniques to control weeds and encourage natural regeneration of native species through hand weeding around areas of high resilience.

At South Eudlo Creek Environmental Reserve, an additional 3,000 trees were planted as part of the restoration project. Weekly maintenance was necessary over the summer months due to changing conditions at this site. However, the planted trees are now well-established and can withstand the constant influx of weeds.

Coes Creek and Paynters Creek are sites where the team utilizes assisted natural regeneration techniques to control weeds and encourage natural regeneration of species. These sites have shown significant improvement using these techniques and are some of the crew's favourites to visit.



*Photo above left: Doonan Creek Environmental Reserve plant growth, photo right; Eudlo Creek Environmental Reserve planting.*

# Lower Wonga Revegetation Project

Words by Sarah Lawson,  
Project Officer

In FY 2023, Noosa Landcare partnered with The Star and Odenata to design and undertake a large-scale (148 ha) revegetation project at Lower Wonga, ~30 km north-west of Gympie. The property (named 'Corymbia') was first cleared in the 1800s and has a long history of cattle grazing and more recently housed an organic piggery. Some old growth trees remain along the two creeks that run through the property.

The aim of the revegetation project is two-fold – to generate Australian Certified Carbon Credits, and to restore habitat to maximise biodiversity. Threatened species including Glossy Black Cockatoos and Koalas have been observed on and/or near the property, highlighting the importance of providing suitable habitat for future generations.



Photo above: Field crew member, Abbey, planting at the first stage of the 'Corymbia' revegetation project.

Noosa Landcare created a comprehensive Rehabilitation Plan for the property which considered topography, comprehensive soil test results, existing vegetation (both native and pest plants), ecosystem mapping and habitat values.

The objective was to revegetate 148 ha of pasture areas over two years (2023 and 2024) at a density of 1000 stems/ha. Aquaspearing was selected as the best planting technique, to minimise disturbance to erosion-prone soils and to provide water for establishment. A mixture of 35 local canopy, sub canopy and shrub species were propagated in our nursery to provide a diverse habitat and food source for wildlife.

In March 2023 our intrepid crews made the first trip out to Lower Wonga to begin the transformation of 'Corymbia'.

## Our partners



ODONATA



Between March and June 2023 we **revegetated 63.5 ha, that's 63,500 stems planted in just 3 months!** It has taken considerable effort from many of our staff to achieve a revegetation planting on this scale in such a short time frame. The travel time to site is significant, and planting in compacted areas of the property was at times repetitive and slow-going. But despite this, empty paddocks have gradually been filled with rows of diverse, healthy plants, as far as the eye can see. We were also pleased to have Gympie and District Landcare join our planting crew on site for several days, which gave a further boost to our planting numbers and helped us to finish this first planting phase on time.

Due to forecasted low rainfall in early 2024 the remaining pasture revegetation (82 ha) will be split over two years, with approximately 50% undertaken in 2024 (Phase 2) and 50% in 2025 (Phase 3). Phase 2 is expected to begin in February 2024.

**A dramatic transformation of 'Corymbia' will be evident in the years to come!**



*Photo above: Planting site prepped for planting. Photo below left: Mark Wilson and Amanda Visser (The Star) and Rachel Lyons and Sarah Lawson (Noosa Landcare) on day 1 of planting, and Photo below right: Noosa Landcare's Sarah, Rachel and Dylan on-site for planting.*



## Our partners



# Noosa Council Conservation Projects



Words by Brent Whitworth,  
Field Crew Manager

Weed survey work was undertaken throughout the Noosa Council LGA and crossed over different land tenures working with Ken English (Coordinator Biosecurity – Noosa Council). This made for a lot of forward planning and liaison with various landholders to gain permission and access to 50 properties.

Noosa Council's GIS department generated 50 randomly plotted survey points across these areas. Each survey area was 50m x 50m area and the use of ARCGIS Collector software on mobile phones allowed for Data collection.

These surveys focused on Weeds of National Significance (WoNS) where there are currently 32 species (e.g. Cats Claw creeper, Lantana, Madeira vine) and included some extension work with the landholders.

Along the way we encountered some not so threatening plants too, the many beautiful wild flowers we have here on the coast.



*Photos above: Weed management and revegetation works completed for Noosa Council's Binalong Bushland Reserve.*

This financial year we continued work across 56 project sites, across council reserves and privately owned Land for Wildlife (LFW) and/or Volunteer Conservation Agreement (VCA) properties. Work included bush regeneration ranging from coastal to hinterland areas including Nature Refuges and Reserves, plus an Offset planting at Cooribah Conservation Reserve.

This year new revegetation works started at Binalong Bushland Reserve, King St Bushland Reserve, and an Offset planting at the Saxon Property. We treated approximately **12.5 ha of Cats Claw creeper across reserves and private properties within the Kin-Kin Creek and Six Mile Creek Catchments.**

Working closely with Noosa Council's Conservation Partnerships Officers, Dave Burrows and Luke, weed control and revegetation works were undertaken across 19 private properties supported by the free tree or on-ground weed management and training incentives provided by the Land For Wildlife program. Working with the ever growing community of LFW landholders has given us the opportunity to share our knowledge and passion for conservation with like-minded individuals. It's amazing to see the positive impact that can be made when people come together to protect and restore our natural environment.

We are grateful for the support and resources provided by the Noosa Council and look forward to continuing our partnership.

# Coastal Connect

Words by Brent Whitworth,  
Field Crew Manager

The team has successfully completed the second year of a three-year project with the Noosa Integrated Catchment Association Bush Care teams. The primary focus of this year's works was the treatment of Singapore Daisy. The project spanned from Sunshine Beach to Peregrine Beach, encompassing the dune and foreshore sections. Additionally, other species such as Asparagus fern, lantana, and broadleaf peppers were targeted.



Our partners



Photo above: Before and after Singapore Daisy control.

# Seqwater Biosecurity Works

Words by Jen Coleman,  
Project Officer



*Cabomba (Cabomba caroliniana) removed from around boat ramp at Lake Macdonald.*

Noosa Landcare has continued to work with Seqwater rangers for the 22/23 financial year to support weed management within our local drinking water catchments. This year's efforts have concentrated on managing aquatic weeds from Lake Macdonald, with a specific focus on areas surrounding boat ramps, pontoons, and wharves, in order to prevent their spread to other freshwater bodies in the region. Additionally, the team has worked to treat woody weeds along the walking trails and dam foreshore around Ewen Maddock Dam. These combined efforts working towards the reduction in weed volume in our catchments.

## Our partners



## Unity Water Lower Burgess Creek

Words by Brent Whitworth,  
Field Crew Manager



*Photo above: Field crew member, Nathan, undertaking weed control at Lower Burgess Creek.*

This financial year we continue weed management works into new management zones as part of the Lower Burgess Creek Restoration Project plan for the 10.9 ha reserve. This project is currently co-managed by Emma Newton – Environmental Planning Specialist and Ryan Heeney / Renata Neumann from Noosa Council's Bushcare Program.

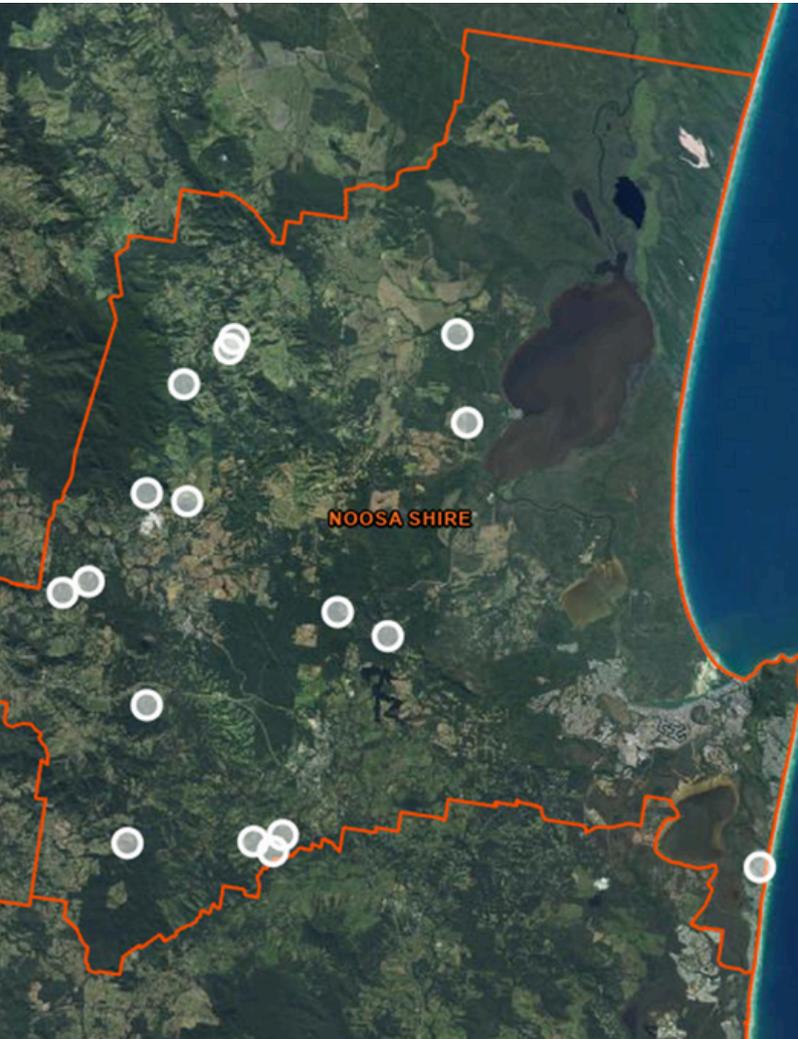
## Our partners



# The Roving Restorers

## *The Noosa Chapter*

Words by Tamara Kubica



*Working bee locations across the Noosa Shire.*

The Noosa Chapter of the Roving Restorers program continued for another year through funding from the Noosa Councils' Environmental Projects grant program. The program is conducted in partnership with Hinterland Bush Links. The program works with our community to support the restoration and conservation efforts on private land.

There were 19 working bees held on 17 properties across the Noosa Shire with all the properties either being Land for Wildlife, Voluntary Conservation Agreement or Nature Refuge properties. The Roving Restorers collaborated with NSC Bushcare program, the NSC Land for Wildlife program, Tourism Noosa and the Mary River Catchment Coordinating Committee. There were 35 properties visited to check suitability of the program and best management practices were advised to property owners.

At the working bees the number of volunteers stayed steady throughout the year with the many returning volunteers and the occasional new ones. There are over 60 people registered on the email contact card with the Roving Restorer program for participation in the working bees. In total there was 149 volunteers working for 3 hours which is 447 of total labour performed throughout the program by volunteers and this equals a dollar value of \$21,460 per year.

The Roving Restorers treated a variety of high priority environmental weeds such as Cats Claw Creeper, Madeira vine, Lantana amongst others, with the volunteers and property owners shown best practice methodology in treating the weeds.

In total 20 cubic metres of weeds were removed through the year. The program also helped two Bush Care groups, Peregian Creek Bushcare Group and Kin Kin Bushcare group, planting trees and preparing for a community planting and worked in collaboration with the NSC Bushcare program. There was a Trees for Tourism event in Cooran and the Roving Restorers joined forces to assist the planting. There were also 1060 trees planted across 4 properties, with the trees coming from the Land for Wildlife program and other funding bodies.

In April 2023, Noosa Landcare and Hinterland Bushlinks applied for the Noosa Council environment grant and was successful in gaining the grant to continue the program. The grant provides funding for another three years, so the program will continue to support private landowners across the Noosa Shire. It also provides social connection and a sense of community for its participants.



Our partners

**Hinterland Bush Links**  
connecting restoring protecting



# TREES FOR TOURISM.

Noosa

## Funds raised

22/23 FY:  
\$15,556.30

Total:  
\$57,498.00

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.

The 22/23 Financial Year saw **two new planting projects undertaken for the Noosa Trail Network** through the Trees For Tourism initiative, planting 1000 native trees and shrubs to support erosion management, shade and biodiversity along the Noosa Trail. Addition to this, revegetation maintenance continued across 5 sites, which was supported by the program in previous years.



*Photos above: Two Trees for Tourism community planting events supporting the planting of 1000 native trees across two sites along the Noosa Trail.*

Our partner

TOURISM  
**NOOSA**  
VISITNOOSA.COM.AU

30  
traineeships

# Training

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

Words by Kim Maddison,  
Training Co-ordinator

Our long-term partnership with Queensland Government through Department of Youth Justice, Employment, Small Business and Training, continued successfully throughout 22/23 financial year with a further 30 trainees achieving a Certificate 1 or Certificate III in Conservation and Ecosystem Management.

### Training outcomes for 22/23 Financial Year:

#### Work Skills Traineeships (Cert 1) – total of 20 trainees

- 100% enrolled
- 90% completed
- 90% employed

#### First Start (Cert 3) June 2022 – total of 4 trainees

- 100% enrolled
- 100% completed
- 100% employed

#### First Start (Cert 3) February 2023 – total of 6 trainees

- 100% enrolled
- 4 trainees on track to complete by end of February 2024
- 2 trainees on track to complete by end of September 2024

*Photos right: The smiling faces of our Skilling Queenslanders for Work trainees in the field.*



## Works Skills Trainees – Cert 1 Conservation and Ecosystem Management

This entry-level traineeship allows the trainees to engage in most of the same tasks performed by our contract field crews. They learn Noosa Landcare's procedures from propagation to planting, and basic machinery field maintenance, hand tool care and chemical handling and storage.

### Where did they work?

The Works Skills trainees conduct their on-the-job training on public lands. This year it included a range of properties and ecosystem types in Pinbarren, Cooran, Carter's Ridge, Kin Kin, Cootharaba, and Pomona.

**Over 1200 native trees were planted**, along with much brush cutting and hand weeding to keep the weeds away from the new plants. Our key partners for these sites were Noosa Council, Noosa District State High School, Tourism Noosa, Peppers Noosa, and Greenfleet.

### What else did they do?

The team painted the tool storage containers and assisted with the nursery expansion to provide space for an extra 60,000 plants, which included new benches and a reticulated watering system.

Other activities – Botany walks with Sarah Lawson and Phil Moran, Wildlife talks with Rachel Lyons, and an introduction to Mental Health First Aid workshop.



*Collection of photos of our 2022/23 SQW traineeship teams.*

## First Start trainees – Cert 3 Conservation and Ecosystem Management

Cert III trainees work directly with the field crew services and in the nursery operations.

Two key projects were:

### Yurol/Ringtail Restoration Project 2022 – 2023

This year they have been involved with the Yurol/Ringtail restoration project undertaking pretreatment and site preparation of planting areas; planting of native tubestock contributing to a total of 56, 000 trees in the ground for 2022 – 2023 as part of this project; post plant treatment including removing weeds in the immediate vicinity to allow native plants to grow; monitoring – helping to monitor 3 different areas within the restoration project including a post fire inspection and working with project partner Greenfleet to work out the survival rate of previous years planting.

### Sunshine Coast Council Ecological Offset Project

Cert III trainees also undertook revegetation and restoration works within the SCC Offset project areas. Trainees worked closely with their supervisor to identify areas of resilience and also areas that needed revegetation.

***Thank you to the Department of Youth Justice, Small Business and Training for their long-term commitment to supporting employment and training initiatives across Queensland.***



Photos left: Cert 3 graduates for the 2022/23 FY Harry (Left) and Jacob (Right), Middle Photo: Aquatic plant training with Phil Moran and Photo right: Trainee's Kailey and Zac undertaking post-burn monitoring at a project site.

# Our Community

*Thank you to all our wonderful members and volunteers*



484  
members



Over  
3,962 hrs  
by Vols

Valued at  
\$184,708.45



## Life Members

- |                 |                |
|-----------------|----------------|
| Barry Craig     | Paul O'Hare    |
| George Kootoofa | Mary Neil      |
| Paul Steels     | Jan Hutchinson |
| Dick Barnes     | Hazel Ross     |
| Paul Ryan       | Eileen Ciolac  |
| Nancy Dittrich  | Kim Maddison   |
| Darrin Barden   | Noel Tolson    |
|                 | Mary Montieth  |

# Events

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.

Here are a few photos summing up a wonderful year of events.

47  
EVENTS

Over  
700  
attendees



Water Quality 101 workshop and field day



LANDCARE  
LINK-UP



Trees for Tourism  
community planting.



Roving Restorers working bees



DIY May - Build your own nest box



Forage Budgeting workshop - Pasture and  
Grazing Management



Rainforest ID workshop



Noosa & District  
**Landcare**

Transforming the  
landscape together.

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