



Annual Report



Noosa & District
Landcare

2023-2024

Dangerbridge Nature Refuge
Koala Carbon Habitat Restoration Project

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.



Brahminy Kite (*Haliastur indus*)

Photo: Jasmine Connors

QTFN Care Camp - Dangerbridge Nature Refuge

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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 through to large scale revegetation projects.

2 production nurseries and 1 retail nursery.
Capacity of over 320,000 tubestock per year.
Over 130 species grown or stocked.
Endemic seed collection.
Growing locally significant and threatened spp.
Community volunteering opportunities.

Contract Services

Our commercial conservation services undertake activities 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 field days.
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. The Hinter Hub store 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 wider 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.

Snapshot of 23/24 FY partners



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.

Vice Chairperson

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.

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

Wade Holmes
30 years Geotechnician

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

Committee member

Richard Barnes
MA Engineering & Business
Studies

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

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.

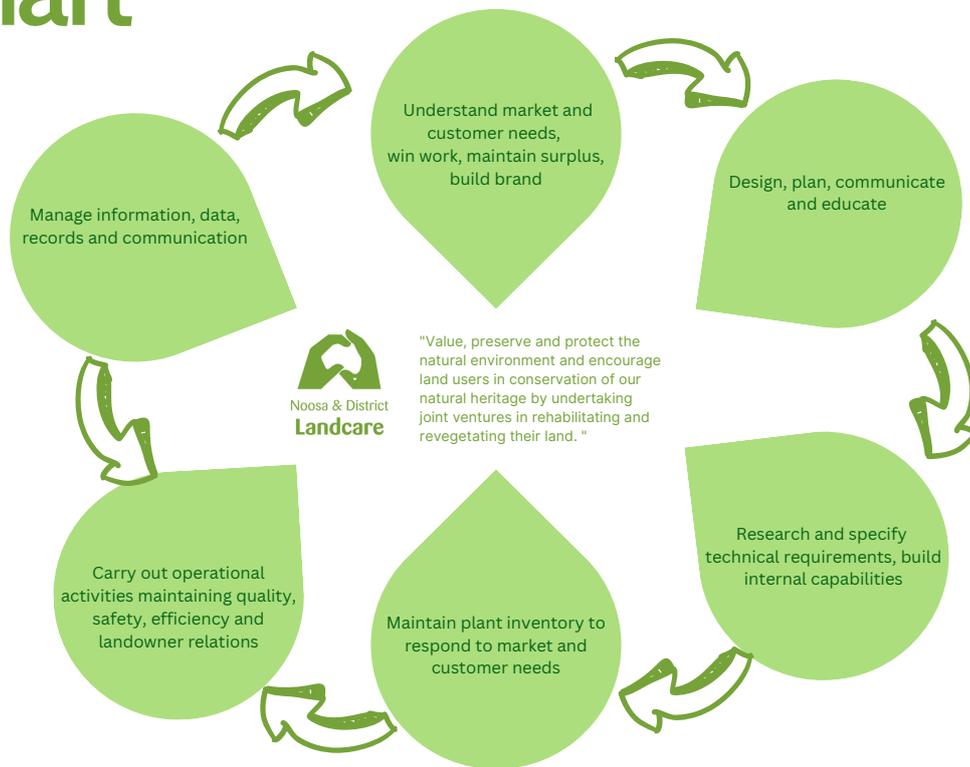
Committee Member

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

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



Organisational Chart



Management Committee

Kim Barnes (Chair), Paul O'Hare (Vice Chair), Michael Shave (Treasurer), Geoff Black (Secretary), Dick Barnes, Beth Crawler, Wade Holmes, Phillip Moran, 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
Nicole Palombi
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
Belinda Burke
Imogen Pfister

Administration

Officers
Jaymie Suares
Sophie Chegwyn

Administration

Assistant
Kailey Pearce

Project Site Supervisors: Darrin Barden, Jamie Knight, Tamara Kubica, Nicole Palombi

Field Supervisors: Johnny Damhuis, Perri Chapman, Ered Fox, Madi Glass, Nathan Marais, Harry Pearson, Regan Weire

Field Crew: Angus Alexander, James Anderson, Amelie Boyden, Jacob Broomhall, Perri Chaplin, Lexie Cleal, Ethan Cooper, Annie Daams, Bennett Ellis, Sunny Gardner, Madison Glass, Zac Gunthorpe, Alexander Lyle-Wilson, Nathan Marais, Abbey Meldrum, Bronti Middleby, Jamie Missen, Dante Oliaro, Kailey Pearce, Harry Pearson, Imogen Pfister, Suzi Phillips, Tate Sorrensen-Bennett, Alex Standish, Kyle Taylor, Regan Weire, Richy Wielard

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

Together we are transforming our local landscape

Another fantastic year for Noosa Landcare! Not only is Noosa & District Landcare Group [NDLG] transforming our local landscape but also making a significant contribution to our community and broader conservation initiatives.

I encourage everyone to read the NDLG annual report. It is packed full of enthusiastic reports about projects, teams and successes. I struggled to identify key highlights for my report, because what would I leave out?

The news on the financials is, once again, fantastic and reflects good management and hard work for the whole NDLG team! A big thanks to Michael Shave, our treasurer, and Kim Maddison for all their work on the financials.

As I reported last year, NDLG is in a very good space going forward. A huge thank you to Phil and the ever-increasing team. Thanks on behalf of MANCOM and thanks on behalf of our community.

Community

As I frequently say, the success of NDLG is all about the people. NDLG now employs 70 people, has provided training for 32 young people this year and has over 40 volunteers working across:

- Management Committee
- Water Quality Monitoring
- Propagation Plant nursery
- Potters Club plant nursery
- General maintenance projects
- Building repairs and carpentry projects (kitchen in nursery shed, cages for plants, storage units in nursery).

Volunteers gave over 2,000 hours of their time over the last financial year in the nursery alone. In a recent visit to the RFC, I looked across at the sea of cars in the carpark which really brought home the size of workforce at NDLG and, with that, the responsibility of Kim Maddison and her team managing the admin needed to support such a workforce. The contribution of such a workforce to the local Pomona community, alone, is significant.

Membership of NDLG is now over 500. The fastest growing category of subscription is Gold Membership. Gold membership includes a property visit (large or small) which is, undoubtedly, the big attraction and has directly resulted in our teams working on 16 new private properties and planting over 3,000 native plants this year.

The Hinter Hub is another community venture for NDLG. Lorin Burns and Bernice Rosier are doing a great job promoting local people including authors, artists, sculptors etc. They are also the retail front for the nursery, providing advice and helping locals create native gardens. Increased NDLG membership is one of the benefits.

Working with the community is key to the success of NDLG. Noosa Landcare hosted two co-design workshops at the Rural Futures Centre (Pavilion Street Office and Depot) aimed at gathering feedback from Lake Macdonald landowners on how Noosa Landcare, as program facilitators, can best support landowners in the Lake Macdonald catchment to protect and improve the condition of their land and waterways. The collaborative efforts of landowners are vital in achieving a healthier and more sustainable Lake Macdonald catchment, as it is in other catchments.

Education

Training program

NDLG has trained over 400 young people in the Skilling Queenslanders for Work government initiative. What an amazing contribution to the community and, specifically, the lives of those young people. Kim Maddison, along with Jen Coleman, Jamie Knight and Darrin Barden are doing an amazing job.

Twelve trainees were employed under the First Start program studying for a Certificate III in Conservation and Ecosystem Management. A further 20 trainees participated in the Skilling Queenslanders for Work program. All participants completed a Certificate I in Conservation and Ecosystem Management. This year several trainees have transitioned to longer term employment at Noosa Landcare and others into senior trainee positions. Impressively, 95% of trainees secured further employment following the program's completion in 2023-24.

The high employment rate among trainees is a win for everyone, the trainees, NDLG, the community and the environment. Congratulations to all involved. The plan is to expand the training programs, increase the number of participants and enhance the support services provided to trainees. As I have reported before, attending graduation ceremonies is a highlight for me as Chair of MANCOM. These young people are enthusiastic, confident, happy and optimistic about their future.

Workshops

As members of NDLG you will be well aware of the constant stream of workshops, talks and events on offer. These events, some with special guest speakers on themes like the Raptors, Owls etc are always brilliant. As I write a new event is offering an introduction to plant propagation. A few weeks ago, it was a native flower walk. The list is endless. The contribution in educating the community is to be applauded.

Conservation

As Phil reports, the field crew are the 'engine room' of NDLG. The field crew plant the trees, nurture the plantings and manage the weeds. They are out there in the Queensland heat, rain and drought. As Phil says, "they are the face of Noosa Landcare". A big thanks to Owen Snowden and his team. Owen reports they have had their biggest year on record with around 324,000 plants sold for planting in projects from large-scale revegetation projects to creating native gardens in an urban backyard.

Rachel Lyons reports on a long and impressive list of large and small projects. Collectively, over 150,268 trees have gone in the ground and an impressive 621 hectares of revegetation work and weed management has been undertaken.



Koala Habitat Restoration Project
at Black Mountain.

A snapshot of some those projects includes:

Noosa Koala habitat Restoration Project (Yurol – Ringtail State Forest) - The project is in its third year with a total of around 167 ha and over 67,000 trees planted! This is a partnership project with five partners and has the goal of restoring these areas while they transition into National Park status. This year, alone, 60 ha were planted with 24,000 trees.



Noosa Landcare field crew planting at Yurol State Forest

Dangerbridge Nature Refuge Koala Carbon Habitat Restoration Project - The 279 ha ex-Macadamia and cattle farm located along Kin Kin Creek, was dedicated to wildlife by becoming a nature refuge in 2010. It is the owner’s dream to restore the property near to its original vegetation communities and for it to become a haven for wildlife.

Mary River Restoration - The Mary River is one of the top five contributors of fine sediment which ends up on the Reef. NDLG are involved with Mary River Coordination Committee in a project which spans 38 properties. Works undertaken include the planting of over 26,000 plants.

Lower Wonga Revegetation Project - Noosa Landcare partnered with The Star and Odenata to design and undertake a 148 ha revegetation project with the aim to generate Carbon Credits and to restore habitat to maximise biodiversity. As Mancom member, Brian Moore said, “I still marvel at the Lower Wonga achievement, the sheer scale of what went in the ground”.



An impressive achievement by the Noosa Landcare team. 107,260 trees and shrubs planted over the past 2 years!

MANCOM

It is my privilege to Chair MANCOM. We are a great team, and each member brings their own set of skills and experiences. We are immensely proud of the work of everyone involved in NDLG.

Treasurer's Report

Words by Michael Shave

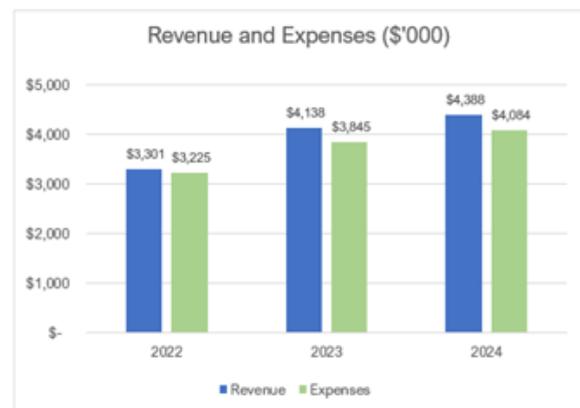
Noosa and District Landcare Group (NDLG) has delivered another strong financial result with an operating surplus delivered for the fourth consecutive year.

Revenues of \$4.4 million were achieved through the delivery of a number of significant projects during the financial year, a 6% increase on 2023 levels. In addition, NDLG achieved an operating surplus of \$304,000, with cash balances increasing by \$451,000, another outstanding effort and testament to the ongoing effective financial oversight by NDLG management.

The surpluses achieved over the last 4 years is assisting NDLG to fund its asset replacement program from cash reserves, including both building works and vehicles nearing end of life and requiring replacement over the next few financial years.

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 effective internal financial control systems in place.

Once again, this excellent financial result could not have been achieved without the hard work and dedication from NDLG management (Phil, Kim, and Rachel) which is appreciated.





General Manager Report

Words by Phil Moran

The last financial year has seen a great deal of work undertaken by Noosa & District Landcare Group [NDLG]. You will see by looking at the Treasurers Report, we have increased our turnover and managed to generate a modest surplus. These funds are ploughed straight back into the business (because we *are* a business) to upgrade plant and equipment, conduct maintenance of buildings and keep wages at a level to retain key staff. The latter is very important, as nobody working in the 'environment sector' is in it for the money, but we all have mortgages, some have kids, and the cost of living is not going down!

It is due to the quality of our staff and our great band of volunteers that we can deliver the services we do and continue to grow. The 'engine room' of Noosa Landcare is our field crew. These people are out there planting trees, controlling weeds and are the face of Noosa Landcare. As you are all aware, it can be brutally hot and difficult conditions for this sort of work, so I applaud and thank them for their efforts. A special mention of the good work by Jenifer Coleman who manages to juggle our work schedule to accommodate personal circumstances and the vagaries of weather. This is in addition to her Yurol/Ringtail project.

First though, we must secure the work! This area of our operation is well managed by Rachel Lyons. You can read about the many projects we are involved with in her report. We are expanding our consulting side of the business and doing more drone work. This is possible due to Rachel's level of expertise.

All our work would be for naught, if we did not have adroit administration. Over my time in 'Landcare' I have seen many groups go the way of the Dodo, due to inadequate administration. Indeed, it is the hidden part of any business, but also pivotal to the success of an organisation. A special thanks to Kim Maddison and her team for delivering such a high level of administration. Administration and Financial management of group operations is not adequate to describe the breadth of the tasks these people do!

NDLG does a lot of things...but the core of our work requires plants. Quality plants and plenty of them! Our Nursery team comprises Owen Snowden, Lorin Burns, Meg Searle, Adrienne Smith, Lexie Cleal and Bernice Rosier. They are supported by a great band of skilled volunteers, and Skilling Queenslanders for Work (SQW) participants. Our volunteers are greatly appreciated, and the range of skills impressive. The Futures Centre mob are almost a construction company in themselves. They toil away making the office more pleasant for Owen & Lorin, create innovative ways to ward off attacks by critters, and generally 'fix' things. A big thank you!

Our 'branch office' the Hinter Hub in town, is going great guns...We are very happy to have a great welcome to Noosa Landcare in the main street of town. The staff of the Hub, Lorin, the pocket rocket (Bernice), Narelle, and Imogen do a great job. Top quality plants, good advice and a fantastic array of locally produced artisan products on display.

Our partnerships remain strong, and we strive to deliver quality work, together with going the extra yard to ensure our partners get due recognition. The Koala Carbon Habitat Restoration Project at Dangerbridge Nature Refuge is a good example – A partnership between landholder, Greenfleet and Qld Trust for Nature, ably managed by Tamara Kubica.

Getting the message out there is often the best way to address issues, and thanks to our dynamic Communications Officer Ilana Kelly for doing a sterling job.

NDLG has enjoyed a long and valuable partnership with the Mary River Catchment Coordinating Committee (MRCCC) and Seqwater. The Seqwater Source Protection Program, previously managed by Ilana Kelly, is now managed by Nicole Palombi. Nicole has also taken on the Mary River projects coordinated by MRCCC. These two projects are at the very core of what Landcare does – working with landholders, planting trees, controlling weeds and helping our community. It is a big job, and I thank Nicole for her great work.

We are appreciative of the support by Noosa Council for the Keeping it in Kin Kin project. This flagship project, skillfully managed by Jamie Knight, is gaining momentum with landholders in the Kin Kin catchment, the genesis of our iconic Noosa River.

Environmental education is a pillar of Landcare and NDLG has delivered with individual property visits, Landcare Link up series, workshops and the SQW and First Start programs. I have observed previously the satisfaction we all get by working with the participants in these two programs. Seeing people find their calling, develop self-confidence and grow as people is the biggest reward for me in this role. Funded by the Department of Employment, Small Business and Training, NDLG hosts teams of young people for 22 weeks (SQW) and a year for First Start. These young people are our future, and from what I see, we are in good hands.

Lastly, to our Management Committee (Dr. Kim Barnes, Paul O'Hare, Dick Barnes, Geoff Black, Michael Shave, Beth Crawter, Dr. Anne Petersen, Wade Holmes and Brian Moore), I offer a big thank you from all our staff, members and volunteers. These people are all volunteers and contribute to the health and strategic direction of NDLG. They manage this without fanfare or accolades, but I would like to thank them and let them know their work is appreciated.



Business & Partnerships Manager Report

Words by Rachel Lyons,
Business and Partnerships Manager

What a year!

The 2023/24 financial year saw the continuation of our largest and most ambitious onground projects to date:

- The second year of contracted large-scale hectares with Greenfleet as part of the Yurol Ringtail State Forest Koala Habitat Restoration Project. Over 149ha (59,400 trees) were planted for the project during 2023/24 – an amazing feat.
- Phase 2 of a large 148ha Accredited Carbon project with Star Entertainment at Lower Wonga. Phase 2 required the site preparation and planting of over 37.7ha (30,824 trees) in addition to extensive weed control works along 3km (7.3ha) km of creek lines and riparian revegetation works over 4.6 ha and 12,936 trees.

The culmination of these large concurrent projects presented positive growth and expansion challenges to Noosa Landcare. It's a credit to the entire team, from the seed collectors right through to the maintenance crews, that all projects have had great success on the ground achieving both our targets for installation, and great survival rates.

Major Achievements:

- 155 on-ground projects undertaken.
- > 405 ha of targeted weed control undertaken.
- > 215 ha of revegetation undertaken.
- Continued valued partnerships with our local major land managers and organisations – Noosa Council, Seqwater, HQ Plantations Queensland, Queensland Parks and Wildlife, Greenfleet, Department of Transport and Main Roads, Gympie Council, Sunshine Coast Council, Mary River Catchment Coordination Committee, the Kabi Kabi First Nations People, Unity Water, Healthy Land and Water, Burnett Mary Regional Group, Tourism Noosa, Landcare Australia, Queensland University of Technology, Star Entertainment, Reforest and Queensland Trust for Nature.
- Continued 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 were and continue to be. The following statistics relate:

- Total Bids / Pitches Submitted – 12
- Total Bids / Pitches Successful – 9
- Tenders Withdrawn / Grant Program Cancelled/ Unsuccessful (including partnership bids) - 4
- Success Rate – 75% equating to over \$2.08 million of funding generated this year to be brought into the local community to be rolled out over the coming few years.

Please note this excludes fee-for-service work by any partners and panel arrangement new allocations.

With our on-ground works and nursery operations operating close to capacity for the year, business development energy turned to alternate activities that we could accommodate to advance our mission.

Our consultancy project activities are one area of diversification that increased significantly during 2023/24, including the following projects:

- Greater Glider Detection Dog Surveys for Moreton Bay Council and Transport and Main Road's Tiaro Bypass
- Thermal Koala Drone Surveys in partnership with Landcare Australia, Watergum Community and Queensland University of Technology
- Update of the Keeping it in Kin Kin LiDAR Change Analysis and development of the new 2024-2030 Implementation Plan
- Commencement of the Commonwealth Saving our Koala grant which includes a Citizen Science App, Corridor Connectivity Analysis and Landholder Engagement Booklet
- Review of the Noosa Koala Conservation Plan for Noosa Council
- Completion of the Noosa Biosphere Trails audit for Noosa Council

Excitingly in 2023/24 Noosa Landcare commenced legal groundwork for the Noosa Landcare Conservation Land Foundation.

The Foundation, to commence in 2024/25, will be the mechanism for Noosa Landcare to receive land and cash donations exclusively for the purpose of acquisition, restoration and management of conservation significant properties at the community level.

With many exciting and meaningful projects and programs in full swing, we look forward to another successful year in 2024/2025.



Greater Glider Detection Dog Survey



Noosa Biosphere Trails audit



Thermal Koala Drone Surveys

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 (21/22 FY)	Achieved (22/23 FY)	Achieved (23/24 FY)
ENVIRONMENTAL STEWARDSHIP Increase the area of abundant biodiverse landscapes under conservation management:	To directly revegetate >500 hectares by 2025	114.5ha	374ha	215ha
	To directly manage 300 hectares of weeds to assist natural regeneration by 2025	195.6ha	416ha	405ha
	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)	12 active partnerships (QPWS, NC, SEQW, SCC, HPQ, TMR, Unity Water, MRCCC, Greenfleet, QTFN, HBL, Tourism Noosa)	12 active partnerships (QPWS, NC, SEQW, SCC, HPQ, TMR, Unity Water, MRCCC, Greenfleet, QTFN, HBL, Tourism Noosa)
PROMOTING LEARNING 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}	35 events >600 people attended	47 events >770 people attended	49 events >1100 people attended
	To undertake 6 school visits / activities per year {Surrogate indicator}	10 School /University Visits	6 School /University Visits	11 School /University Visits
	To achieve 30 landholder advisory/consultation visits per year to undertake assessments and assist property planning. {Surrogate indicator}	69 Gold Member visits	40 Gold Member visits	40 Gold Member visits
ENGAGEMENT AND ADVOCACY 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)	>35 events/committees	>40 events/ committees	>50 events/committees
	Develop and advocate 7 clear priority programs for long-term engagement an investment with like-minded partners and landholders. Collate and/or undertake the necessary scientific basis for prioritisation and monitoring of progress.	7 Priority Programs: · Keeping it in Kin Kin · Cats Claw Creeper Crusade—Kin Kin and Six Mile Catchments · Noosa Koala Habitat Restoration Activities · Threatened Plants Recovery Actions · Rainforest Restoration / Coxens Fig Parrot Habitat Enhancement · Trees for Tourism and Noosa Biosphere Trail Environmental Restoration · Lake MacDonald Source Protection Program	7 Priority Programs: · Keeping it in Kin Kin · Cats Claw Creeper Crusade—Kin Kin and Six Mile Catchments · Noosa Koala Habitat Restoration Activities · Threatened Plants Recovery Actions · Rainforest Restoration / Coxens Fig Parrot Habitat Enhancement · Trees for Tourism and Noosa Biosphere Trail Environmental Restoration · Lake MacDonald Source Protection Program	7 Priority Programs: · Keeping it in Kin Kin · Cats Claw Creeper Crusade—Kin Kin and Six Mile Catchments · Noosa Koala Habitat Restoration Activities · Threatened Plants Recovery Actions · Rainforest Restoration / Coxens Fig Parrot Habitat Enhancement · Trees for Tourism and Noosa Biosphere Trail Environmental Restoration · Lake MacDonald Source Protection Program



Administration Team

Photo: Jasmine Connors

Words by Kim Maddison

Administration and Finance Manager

The Administration and Finance team has had a productive year, marked by significant achievements and strategic initiatives aimed at enhancing our operational efficiency and organisational growth.

Our team has managed an increase in payroll and HR functions, supporting 70 employees and ensuring timely and accurate processing of employee compensation and benefits. We successfully secured approval for the appointment of a new Senior HR Advisor, a role crucial for strengthening our HR capabilities and supporting our growing team. Additionally, we worked with an external consultant to provide data and support in the development of a comprehensive HR workforce strategy to better align our human resources with organisational goals and future needs.

Our team has also generated a Work Health and Safety (WHS) project proposal, which includes an internal assessment and review to identify gaps and appoint a WHS Officer in the coming year, moving towards ISO standards.

The Administration and Finance team has moved to a digital filing system and supported the transition to an organisational online file structure. This was a challenging task, but we are already seeing many of the benefits come to fruition. A huge thank you to the staff involved in helping it be a smooth transition, particularly Owen Snowden for the on-going support and expertise in our IT areas of the organisation.

Financially, the team managed annual revenue across multiple income streams and business units totaling \$4.4 million, as represented in the treasurer's report.

In terms of compliance and reporting, the team ensured adherence to relevant regulations, including financial reporting, workplace health and safety, and charitable status. Financial reports were prepared for the Auditor to ensure compliance with policies and procedures, terms of funding agreements, the Australian Taxation Office, the Office of Fair Trading, and the Australian Charities and Not-for-Profits Commission. Regular reporting to the Management Committee, external stakeholders, and internal project managers provided transparency and accountability in our operations.

We are proud to see the continued increase in our membership database and engagement levels, reflecting our efforts to enhance member services and outreach. Membership is now at 500. Our Gold Membership level continues to have the greatest subscription across all our membership levels. We thank all our members for their support and contribution to the organisation. Administration Officer, Jaymie, has done a wonderful job managing our membership database, membership benefits and addressing member enquiries.

During this year we welcomed Kelly Blake to the administration team, to oversee front office operations and improve customer service.

Lastly, the Administration and Finance team led a Community Library project, supported by the Cooroy RSL community benefit fund. This was a small passion project focused on community mental health and wellbeing. The library is now accessible from Station Place in Pomona next to Hinter Hub. This project was managed by Jaymie Suarez with contributing artwork from Sophie Chegwyn, Kailey Pearce, and Brent Whitworth and building by field crew member, Jamie Missen.

Looking ahead, our goals for the upcoming year include improving HR capabilities by integrating the Senior HR Advisor into the team and streamlining HR processes. We aim to continue growing our membership database and engagement through targeted initiatives and improved services. Additionally, we plan to complete the transition to an online file structure and ensure all team members are trained on the new system. The implementation of the HR workforce strategy will align our human resources with organisational goals and future needs.

The Administration and Finance team has made significant strides in the past year, laying a strong foundation for future growth and success. We are committed to continuing our efforts to improve operational efficiency, enhance member services, and ensure a safe and supportive work environment.



Photos above left to right: Jamie Missen building the library. The project team at the launch of the library, Sophie Chegwyn beside her beautiful artwork of the Richmond Birdwing Butterfly, Brent Whitworth painting his design of a mangrove propagule on the community library.



Growing in the nursery

*Words by Owen Snowden,
Nursery Manager*

It has been perfect growing conditions here in the production nursery! In conjunction with an expansion of 8 plant benches, allowing us to hold an additional 40,000 stock, we have had our biggest year on record with a total of 323,829 units sold. From large-scale revegetation projects to creating native gardens in an urban backyard, it has encouraging to see the ever-growing demand for local native plants in our region.

We were very fortunate this year to have Meg Searle join the team from our contracting team. Meg has brought great enthusiasm and vibrant work ethic to the nursery. We would also like to take this opportunity to thank Belinda Burke for her time with the production nursery team. Belinda was a fantastic help with managing our Potters Club and Hinter Hub restocks. We wish all the best with her next venture!

Our volunteers continue to be the stalwarts of the nursery, allowing us to produce the very best quality plants, giving us 2,113 hours of their time over the last financial year. Linda Falkner has joined the ranks this year showing a keen interest in seed production. We thank each and every one of our volunteers for the invaluable work they do.

It was a very full house with eight trainees doing their Certificate III and having two Skilling Queenslanders for Work traineeship groups during the year. The trainees helped immensely with day-to-day operations, as well as bringing each of their own fresh outlook.



Photos above: Skilling Queenslanders for Work trainees supporting the nursery team with general operations and upgrade projects.

One of the major nursery projects we have undertaken this year has been the refurbishment of the kitchen area in the nursery HQ with the aid of one of our volunteers, Greg Bertram. The refurbishment was generously supported by a community grant from Sandy Bolton, our MP for the Noosa Region. This has also had a follow-on effect with a lot of general areas in the wholesale nursery getting some much-needed attention. Again, we are very grateful for the support from our hardworking and very talented team of volunteers.

Despite having a strong focus on delivering revegetation projects this year, we did get a few new species under production. The endangered *Zieria bifida*, as well as adding to our Bush Tucker species selection with *Apium prostratum*, *Mentha australis* and *Mentha diemenica*.

With the combined efforts of Hinter Hub manager Bernice Rosier and Meg Searle, we have trialed and refined our cutting techniques with promising results. Producing consistent stock of, among other species, *Backhousia citriodora*, *Philotheca queenslandica*, *Phebalium woombye & nottii*, for both retail and wholesale nursery.



Photo left: The Potters Club volunteers, Photo middle: Volunteer Linda (propagation extraordinaire), Photo right: Volunteers, Noel, Greg, Randal and Adriene enjoying a well earned cuppa!



Photos above: Volunteer, Linda and General Manager, Phil Moran showing off the new nursery kitchen.

Photos above: Meg Searle with her *Backhousia citriodora* babies.

HINTER HUB

*Words by Lorin Burns and Bernice Rosier,
Hinter Hub Manager*

The Hinter Hub is the public 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.

During this financial year we sadly said farewell to Belinda Burke, and we thank her for her invaluable assistance with restocking, especially while Bernice was learning the nursery layout, as well as her dedication to working regular Saturdays and providing relief as needed. We wish her all the best in her new job!

With goodbyes come new beginnings. We are delighted to welcome Erika Murray and Tarin McOnie, who will be filling in on Saturday mornings and providing backup relief staff. This change in staff gives us the opportunity to review our procedures and practices with fresh perspectives, allowing us to streamline, simplify, develop, and implement improvements as needed.

We have expanded our range of suppliers, bringing in products from many talented local artisans whose wares we are thrilled to stock. Our expanded book selection has been very popular, with 'fungi' being a particularly topical subject this year. The Horticulture and Holistic Guides are also extremely popular.

The "Bristlebrush" Native Animal Christmas tree decorations were a hit, with many being sent overseas to expats and families, bringing a touch of Australia to their festive season.

Customer feedback has been consistently positive regarding our service and the range, quality, and price of our plants. Sales have been influenced by the weather, and we are working to establish networks and contacts within the horticulture and conservation industry, both domestically and commercially.

We would like to extend our heartfelt thanks to everyone at Noosa Landcare, including the staff at the Rural Futures Centre, the Wholesale Nursery, the Management Committee, Landcare's volunteers, and the Skilling Queenslanders trainees, for their unwavering support, hard work, and invaluable advice. It is a privilege to be the public face of such an outstanding and award-winning Landcare organization. Our gratitude also goes out to our wonderful stockists and customers for their continuous support and passion for our environment.

Photos below left: Fungi resources available for sale, Photo below middle: Hinter Hub manager Bernice, Photo below right: Rainforest super-tube stock available for sale.



On-ground program and project reports



Noosa Koala Habitat Restoration Project

Across the nation, but particularly in Queensland, koalas are in significant decline, mostly as a result of incremental habitat destruction and fragmentation and the effects this has on population health.

The Noosa community have recognised that protecting existing habitat, while important, is not enough to ensure the long-term survival of Australia's most iconic and loved species. We need and want to rehabilitate vital corridors and strategic habitat to facilitate greater numbers and ensure the long-term genetic health of our remaining koala populations.

Noosa Landcare has created numerous partnerships to implement a range of restoration projects of various scales to support the health of Noosa's koala populations. Over the next few pages are current projects we have completed.

The WildSeek Project: Community Wildlife Intelligence Hubs

*Words by Rachel Lyons,
Business and Partnerships Manager*

Landcare Australia, WIRES and Queensland University of Technology (QUT) are proudly partnering with Noosa Landcare on the WildSeek Project: Community Wildlife Intelligence Hubs and taking the first step toward building a national conservation AI network.

The Wildseek Project is establishing and supporting a network of 5 Community Hubs for the conservation and rescue response of native species. While the Project's initial focus is on identifying koalas, it has the potential to expand the program to include multiple species including kangaroos, wallabies, and wombats.

Noosa Landcare is hosting the South East Queensland HUB in close collaboration with our partners Watergum Community on the Gold Coast.

Thermal drone surveys have provided an initial baseline dataset over 3 sites (256.3ha) that were part of koala and riparian restoration works with Noosa Landcare, with 7 koalas detected. The records were forwarded for entry into the QLD Government Wildnet database and CSIRO Koala Monitoring Programs.

Most importantly, the surveys provided the evidence of local koala occupation that bodes very well for our revegetation sites to likely utilised by koalas in the next few years.

Our partners



Noosa Koala Habitat Restoration Project

Yurol- Ringtail State Forest

*Words by Jen Coleman,
Field Operations Manager/Project Officer*

The Yurol Ringtail Restoration Project which started in 2020/21 is in its third year. This project is in partnership with Queensland Parks and Wildlife Services, Greenfleet, Noosa Council, Noosa Parks Association and Kabi Kabi Aboriginal Peoples Corporation with the ultimate goal of restoring these areas while they transition into National Park status.

This year we saw the National Parks signs and gates put in place to help protect the park and the efforts of all involved. This project has been a great success thus far due to the cooperation, communication and knowledge sharing between all partners.

This financial year we have planted 60 ha (24,000 trees) in Ringtail State Forest concentrating on the southern Ringtail Creek Road section and planted 108.6 ha (43,440 trees) in the Yurol State Forest concentrating in the areas off Yurol Forest Drive. Total of 168.6 ha and 67,440 trees!

The species planted have been chosen following careful site inspections and looking at the regional ecosystems and identifying the key species that were missing. The conclusion was that that most Eucalypt species were not regenerating and other key canopy species so species lists consist of only canopy species with majority Eucalypt that were also known Koala food trees.

Along with the tree planting, the team have been doing weed control in preparation of tree planting. A lot of the tree planting areas had been infested with the woody weed Lantana and this required the team using small machinery – chainsaws, brush cutters and loppers to treat and remove this weed. This has been hard, difficult work and on a massive scale, but the Landcare field crew have made a huge difference and given the new plants the best chance for survival.



Aerial view of NDLG team planting in Yurol State Forest.



NDLG team planting native tube stock in Ringtail State Forest.



Aerial view of planting areas in Yurol State Forest.

Our partners



Koala Carbon Habitat Restoration Project

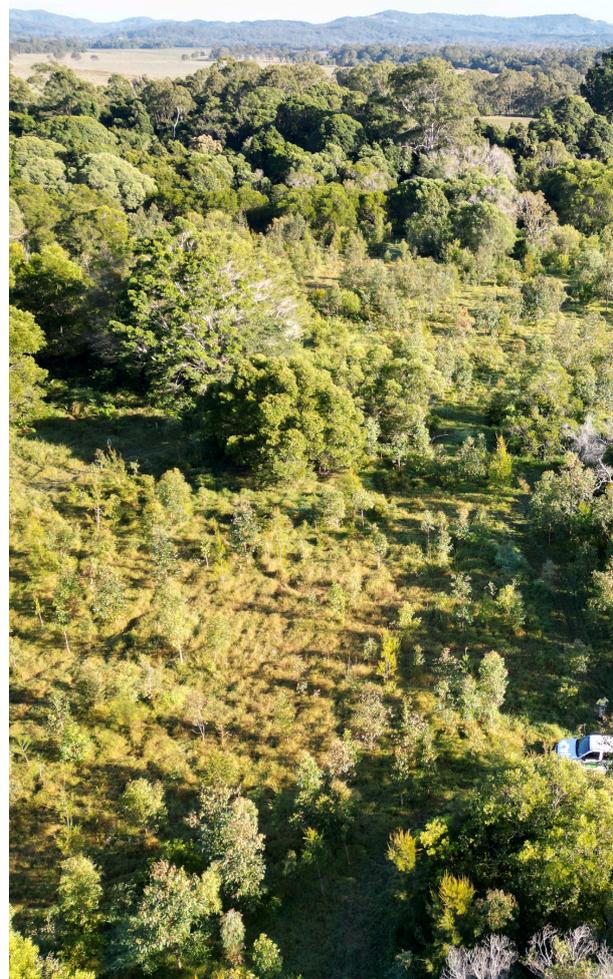
Dangerbridge Nature Refuge

*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 the declaration of a Nature Refuge in 2010. Owner Jenifer's dream and her future legacy was to restore the property near to its original vegetation communities and for it to become a haven for wildlife within the region. In 2020 the commencement of the Dangerbridge Nature Refuge Koala Carbon Habitat Restoration Project, in partnership with GreenFleet, Queensland Trust for Nature and the Queensland Government began. Noosa Landcare were contracted to provide the on-ground works and started the transformation of the open paddocks back to forest in January 2021.

The first stage of the project saw a total of 57.89 hectares planted with 131,927 native tube stock and 11ha of assisted natural regeneration, through targeted weed management. Stage 2 of the restoration project was approved and commenced in the 22/23 financial year with 7.5ha of open pasture and 4ha of an unused and cleared macadamia orchard revegetated. A total of 13,800 trees were planted by Noosa Landcare field crew.

The 2023/24 Financial Year has seen the continuation of post plant maintenance across both stages, with Stage 1 now complete, and the results are amazing, with a forest emerging in just 3 years. Stage 2 will continue to be maintained for another two years, and again growth and survival has been excellent.



*Pre-planting
2020*



*Planting site
2023*



*Planting site
2024*

Our partners





Waterways and riparian restoration field day.



Keeping it in Kin Kin

Words by Jamie Knight,
Project Officer

The Keeping it in Kin Kin (KIIKK) program saw a significant increase in support during the 2023/24 financial year, surpassing the combined funding of the previous three years. Under the auspice of Healthy Land and Water, we secured funding from the Queensland Department of Resources' National Resource Recovery Program (NRRP), we were also successful in our application for a three-year environment collaboration (MEC) grant from Noosa Shire Council (NSC), and additional funding directly from the Queensland Department of Resources' NRRP. We are so grateful for the continued investment in the Kin Kin catchment.

During the 2023/24 financial year, 17 properties participated in the program completing on-ground actions to help improve soil stability, waterway health and land conditions. It has been encouraging to see the continued increase in landholder involvement since the program's inception.

In addition to the usual sediment reduction tactics like waterway fencing, erosion mitigation, and revegetation, KIIKK has been actively managing high priority weeds, Cat's Claw Creeper vine (*Dolichandra unguis-cati*) and Madeira vine (*Anredera cordifolia*), as part of the NRRP vegetation threat management funding and NSC's MEC. This marks the first year of allocated weed management financing since KIIKK's implementation began in 2019. This targeted weed treatment aims to support the health and resiliency of the riparian vegetation of Kin Kin Creek and its tributaries. Ultimately with the goal to protect and improve the stability of the waterways long-term. These works are guided by the Kin Kin Catchment Cats Claw Creeper and Madeira Vine Management Strategy and contributes to our Cat's Claw Creeper Crusade program which launched this year.

Local field days and workshops supporting landholders gain knowledge and skills in a range of land management topics, is an important component of the KIIKK program. This year the program hosted four workshops in the catchment. These included "An all of farm approach to erosion control" with erosion consultant John Day, "Forage budgeting and carrying capacity" with Bruce Lord and Vanessa Smolders from Health Land and Water, "Soil health" with local agronomist Alan Coates and "Waterways and riparian restoration" with the knowledgeable team from MRCCC, Brad Wedlock and Shona Sengstock. We also teamed up with the Cat's Claw Creeper Crusade program to host a Cat's Claw treatment demonstration field day at a participating property of the KIIKK program.

As part of our ongoing monitoring and evaluation commitments we have now introduced the Queensland Government's State-Wide Indicators Framework (SWIF) methodology to conduct baseline and follow-up Land Condition (LCAT) and Vegetation Condition (VegCAT) Assessments at our KIIKK work sites. The collected data is reported to NRM Regions Queensland and contributes to a state-wide database of NRM sites, which is visualized on the SWIF dashboard.

Lake Macdonald Catchment Creekcare Program

*Words by Nicole Palombi,
Project Officer*

In 2024, we launched the next 5-year Source Water Protection program in partnership with Seqwater, marking my first year managing the program.

This financial year, the program underwent a rebranding and redesign through a co-design process. In March and April 2024, Noosa Landcare hosted two co-design workshops at the Rural Futures Centre in Pomona. These workshops aimed to gather feedback from Lake Macdonald landowners on how Noosa Landcare, as program facilitators, can best support priority landowners in the Lake Macdonald catchment to protect and improve the condition of their land and waterways. A total of 19 people from 13 properties in the catchment attended the workshops, sharing invaluable insights into the challenges they face and potential solutions for improving their properties, protecting water quality, and enhancing the Lake Macdonald catchment.

After summarizing the feedback from the workshops, we launched the Lake Macdonald Catchment Creekcare program at catchment landowner Brian Moore's property in June 2024. It was a beautiful sunny day, reflecting the positive atmosphere as landowners from both workshops gathered to celebrate the new program's commencement.

While designing the new 5-year program, on-ground works continued across the catchment to support landowners' efforts to protect our waterways' health and quality. These works included revegetation maintenance, targeted weed control of Madeira Vine (*Anredera cordifolia*), and the installation of livestock infrastructure such as fencing to aid grazing management and mitigate the negative impacts of cattle on the properties. Our team also did plenty of groundwork in preparation for some great community events to be undertaken next financial year.

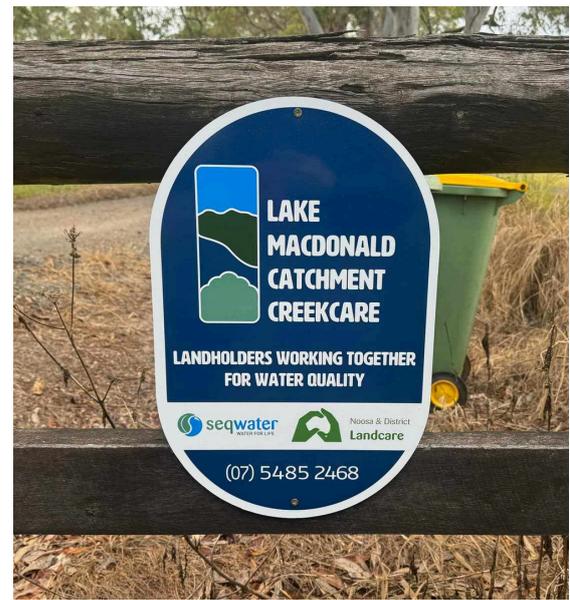


Photos above: Co-Design Workshop at the Rural Futures Centre, Pomona. Photo next page top: Fencing installed along Six-Mile Creek at a cattle property in the catchment. Photo next page below: Catchment landholders celebrating the launch of the Lake Macdonald Creekcare Program and the new program gate sign!



Over the next 5 years, the program will utilize the Catchment Investment Decision Support System (CIDSS) developed by Seqwater to prioritize on-ground projects on properties most at risk of negatively impacting the health of Lake Macdonald. Factors such as livestock presence, waterway proximity, and distance from the water treatment facility are considered in the CIDSS. These priority properties are eligible to sign up as active members of the program giving them access a range of amazing benefits. These include, but are not limited to, a free property consultation, development of a tailored property water quality plan, and multi-year locked in financial incentives from Seqwater and other sources to help implement on-ground projects. These priority landholders, alongside all other catchment landholders will also have access to free workshops and events, land management resources and a free program sign for their property gate.

With the launch of the new program and the ongoing support from Seqwater, we are excited to see the continued positive impact this initiative will have on our community and local environment. The collaborative efforts of landowners, combined with the strategic use of the CIDSS, will ensure that our waterways are protected and enhanced for future generations. We look forward to continuing this journey together, nurturing a healthier and more sustainable Lake Macdonald catchment.



Our partners



Cat's Claw Creeper Crusade

Words by Ilana Kelly,

on behalf of former acting Project Officer Sarah Lawson.

Cat's Claw Creeper vine (*Macfadyena unguis-cati*) has been priority for Noosa Landcare for many years. We have collaborated with landholders, state, and local governments to combat this invasive weed in the Mary and Noosa River Catchments. Over the past five years, Noosa Landcare and Noosa Council have documented the extent and impact of this weed alongside fellow transformer weed, Maderia Vine (*Anredera cordifolia*) in the Noosa Shire. Both vine species are aggressive climbing vines with the habit of smothering other vegetation. They are known as a 'transformer' weed in recognition of its ability to transform entire vegetation communities.

Following our extensive survey areas, we developed two Management Strategy Plans for the Six-Mile Creek Catchment and Kin Kin Creek Catchment to guide the investment and on-ground effort of control works in the Noosa Shire for the two weed species.

These plans shaped the Cat's Claw Creeper Crusade Program in partnership with Noosa Council, Healthy Land and Water, Seqwater and the Queensland Government Department of Environment and Science. This three-year program, launched in the 2023/24 Financial Year, and was made possible thanks to the financial support of our program partners, particularly Noosa Council's Multi-Year Environment Collaborative grant program.

The Cat's Claw Creeper Crusade invites landholders to send in information on the weed locations and participate in a shire wide control effort to help slow down the spread and impact of these aggressive transformer weeds. The program offers Noosa Shire landholders a platform to report Cat's Claw Creeper Vine and Maderia Vine infestation locations, provide resources to support control efforts of landholders on private property, host field demonstrations and assists with on-ground control works in priority areas.





During the 2023/24 Financial Year the program supported the control of 12.4ha of priority infestations across 21 properties. Our online platform reported 11 new infestations, bringing the total to 812 known sites of Cat's Claw and Madeira Vine in the Shire.

Noosa Landcare hosted an educational workshop 'Hop in your Creek' with the knowledgeable team from the Mary River Catchment Coordination Committee and a demonstration field day with support from Mooloolah River Landcare to provide landholders a better understanding of the ecological impact of these two vine species and a step-by-step demonstration of the different control techniques and options available for effective control. An additional working bee with the Roving Restorers volunteer program provided hands-on education and community support.



Control works in priority areas will continue into Year 2 and 3 of the program, while working with the landholders in the broader shire to build the capacity to treat and manage Cat's Claw Creeper and Madeira Vine on private property.

Photos left: Noosa Landcare field crew undertaking control efforts at priority sites. Photos below: Cat's Claw Creeper Vine Demonstration Field Day at Kin Kin with Mooloolah River Landcare and Hop into your Creek workshop with Mary River Catchment Coordination Committee



The Roving Restorers

The Noosa Chapter

Words by Tamara Kubica
Project Officer

The Roving Restorers – Noosa Chapter is a partnership with Hinterland Bush links and proudly partnered with Noosa Council. It is a program where community volunteers interested in bush regeneration come together, led by an experienced paid Project Officer, approximately fortnightly and carry out environmental weeding and/or tree planting for bush regeneration of natural areas. The focus is on natural bush areas on private land or public land in strategic wildlife corridors that link environmental reserves/National Parks and State Forests. The work is carried out at no charge to the landholders.

In 23/24 the program conducted nineteen working bees across the Noosa Shire, with all the properties either participating in the Land for Wildlife program, have Voluntary Conservation Agreement or has Nature Refuge status. The total number of volunteers that attended the working bees was 138, equalling a total of 414 volunteer hours. Using the Volunteer QLD calculator located here (volunteeringqld.org.au), the replacement cost of the volunteers equals \$17,441.82. The average number of volunteers at each event was seven participants. A variety of environmental weeds were treated, including Cats Claw Creeper (*Macfadyena unguis-cati*), Maderia (*Anredera cordifolia*), Camphor Laurel (*Cinnamomum camphora*), *Ochna serrulata*, *Baleria repens*, Privet spp. (*Ligustrum spp.*), and Thunbergia (*Thunbergia erecta*), along with many other environmental weeds. The volunteers removed approximately 40 bags across a total of 4ha. The Roving Restorers also planted 330 trees on 1.1ha of land across three properties, and two threatened species were planted, *Macadamia ternifolia* and *Archidendron Loveliae* at Dangerbridge Nature Refuge.



The Roving Restorer volunteers!

A message from one of the hosting properties.

"A sincere thank you to Tamara and the incredible Roving Restorers crew for generously dedicating their time to help remove lantana and other invasive weeds on our Land for Wildlife property. The extent of lantana on our acreage has been overwhelming for years, and we were astounded by the remarkable transformation after just a few hours of weeding. Working with such passionate, like-minded people was truly inspiring. Once again, I extend my sincere thanks to Tamara and the Roving Restorers for sharing their invaluable knowledge and providing assistance. I gained a wealth of insights into species identification and effective lantana removal techniques." ~ Katrina, Cooran.

Our partners





Noosa Hinterland Subtropical Lowland Rainforest Habitat Flood Resilience Project

Biodiversity Conservation component of the Disaster Recovery Funding Arrangements (DRFA) Environmental Recovery Program.

Words by Ilana Kelly

Significant rainfall and flooding over multiple events across the 2021–2022 wet season resulted in substantial environmental impacts to catchments, particularly in South East Queensland. Noosa Landcare was successful in obtaining funding from the Biodiversity Conservation component of the Queensland Government Disaster Recovery Funding Arrangements (DRFA) Environmental Recovery Program.

The Mary River contains a significant number of threatened aquatic and riparian species which are all reliant on a healthy and resilient riparian forest for habitat, microclimate, waterway shade and food. During the record floods seen the Six Mile Catchment in particular, both understory and canopy vegetation was damaged in many locations providing bare ground and additional light penetration within the vegetation. This has resulted in low resilience in many riparian forest areas, now prone to weed incursion and erosion which has flow on effects to the threatened species that resides within the vegetation zone or within the aquatic environments.

This project addressed critical threats to the resilience of the critically endangered subtropical rainforest habitat of Six-Mile Creek by undertaking:

- Revegetation works within zones that require restoration and reconnection of habitat A total of 3000 native tubestock planted;
- Treatment of emerging transformer weeds within habitat areas across 5 sites where they threaten the resilience of the riparian rainforest and the habitat of the Mary River Cod, and Mary River Turtle in particular;
- Propagation and reintroduction of *Pararistolochia praevenosa* (Vulnerable QLD – Richmond Birdwing Butterfly host vine) and *Mallotus megadontus* (Vulnerable QLD) into areas where specimens were damaged by the 2022 floods or in areas where the species originally would have existed pre-clearing. 200 vines and plants were reintroduced into suitable locations; and
- Conducted Coxen Fig Parrot audio surveys at key locations to contribute to the recordings and distribution / surveillance works being collected by Dr Ian Gynther of Department of Environment and Science;



Photos left: Cat's Claw Creeper Vine control works. Photo middle: Revegetation undertaken at Pinbarren. Photo right: Skilling Queenslanders for Work trainees planting Richmond Birdwing Vines.

Our partners



Queensland Government

Whats happening on the Mary

Words by Nicole Palombi,
Project Officer

The Mary River has been identified as a priority waterway for large scale revegetation and weed management works to increase bank stabilisation and reduce sediment run off. Out of the 35 major catchments which flow into the Great Barrier Reef, the Mary River is one of the top five contributors of fine sediment. This sedimentation has many negative effects including, but not limited to reducing the growth and reproduction of seagrasses and coral in the Great Barrier Reef.

On a localised scale, sedimentation also increases the amount of E.coli and other contaminants in our drinking water which is taken from the Mary River for treatment. This increases the level of treatment needed to make the water safe for drinking.



6,000 plant revegetation at the Ledger property along the Mary River.



Cat's Claw Creeper control works along Six-Mile Creek.

The projects that Noosa and District Landcare Group undertake together with the Mary River Catchment Coordinating Committee works to combat the negative impacts from sedimentation and riverbank instability.

Our field crews have been working across 38 properties on the Mary River and its tributaries over the past year. Works undertaken include the planting of 26,270 native tubestock, the continued maintenance of previous years revegetation projects and 63 hectares weed control.

Despite the higher-than-average rainfall from November 2023 to March 2024, the Mary River didn't experience any significant flooding events which allowed the recently installed plants to stabilise without any major disruptions. However, the high rainfall did lead to a rapid growth rate in grasses which the new plantings had to compete with. Our crews did an incredible job to keep on top the maintenance in scorching temperatures and high humidity levels.

Madeira Vine (*Anredera cordifolia*) and Cats Claw Creeper (*Macfadyena unguis-cati*) are two vines of significance which threaten the integrity of the Mary Riverbanks. These vines smother and kill large canopy trees which reinforce riverbanks and increase soil stability with their large root system.

As a collective, we are grateful to be a part of such a valuable program where year after year, we continue to observe the programs ecological improvements to the Mary River and its tributaries.

Sunshine Coast Council Ecological Restoration Offset Projects

Words by Jen Coleman

Field Operations Manager/Project Officer

Our field crew continued maintenance works across four Sunshine Coast Council bushland sites with the aim of restoring the environmental values occurring within these four offset sites. The main site which is part of Doonan Creek Environmental Reserve saw the maintenance of 12,000 trees over 6.5 ha which we planted back in 2019. These works included a range of methods, such as, the use of the 4WD razorback mower to keep up with the rapid summer grass growth. This site has been a great success with trees in this revegetation site measuring over 6m!

The other sites are managed using a combination of Assisted Natural Regeneration and revegetation works. Our biggest challenge for this year has been maintaining the 6.5 ha revegetation site at South Eudlo Creek Environmental Reserve, with significant issues of flooding and disturbance from neighboring creek and industrial areas. We are proud of the team, led by Field Supervisor Madi Glass, for their hard work in turning this site around with targeted weed control concentrating on areas of high resilience. Moving into the 2024/25 FY and the final year of maintenance for the site, Noosa Landcare will be concentrating on reducing overall weed volume and continuing to promote natural regeneration.

This year the team planted 1500 trees across the four sites, maintained over 20 ha of bushland and continued the maintenance of the 14,000 planted trees from previous years.



*Planting progress at Doonan Creek
Environmental Reserve*



Weed management at Coes Creek Riparian Reserve.

Our partner



Lower Wonga Revegetation Project

Words by Sarah Lawson,
Project Officer

In early 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.

During the 2023–24 financial year, the project received significant funding contribution from Burnett Mary Regional Group's Koala Habitat and Restoration project in Gympie, with the aim of protecting and restoring koala habitat on the Lower Wonga site. The Koala Habitat Restoration project was funded by the 'Australian Government Saving Koalas Fund'. This provided infill pasture plantings and restoration of 7.3 ha of riparian zones on the property.



This past financial year also saw the completion of Phase 2 of the pasture revegetation works, with a total of 37.7 ha and 30,824 stems planted with an average planting density of 818 stems/ha. Planting was undertaken from the 4th of March – 20th June 2024 to maximise on the rainfall of the wet season. With phase 1 and 2 a total of 101.2 ha and 94,324 stems have been successfully planted on the site. A huge effort by the team, particularly as this site can host some challenging conditions for planting!

Maintenance of Phase 1 was an essential task completed in 2023/2024 Financial Year. With the below average rain in June to October 2023 and naturally lower rainfall compared to our coastal areas, water trucks were used to help keep the site growing through the dry times. This was later met with significant rainfall during January and February of 2024, which saw rapid and dense grass growth across the site. Our all-terrain razorback mower was employed to keep on top of the grass effectively during this time.



Photos left: Field crew members planting Phase 2 of the Lower Wonga Revegetation Project.

Despite the challenges with the site conditions, plant success rate was very encouraging for the Phase 1 planting at around a conservative 70%.

The works completed under the Koala Habitat Restoration project funded by the 'Australian Government Saving Koalas Fund' included 7.3 ha of weed control along eastern and western creek, including woody weeds, Cat's Claw Creeper and Madeira Vine, site prep and revegetation of 4.6 ha of riparian zones including the main dam. This saw an additional 12,936 stems planted in the 2023/24 FY at an average density of 2810 stems/ha, comprised of 67 different species.

Excitingly, thermal drone monitoring undertaken in October 2023 indicated the presence of a koala on site on the western creek line. We are proud to know this work will be supporting the expansion and health of this Koala's habitat, and we hope to see a steady increase in Koala numbers as the site continues to grow into a forest.

This work couldn't happen without the passion, dedication and hard work from our contracting field crew. I would like to extend a heartfelt thank you to our crew and supervisors, Johnny Damhuis, Suzi Phillips, and Perri Chaplin, as well as our production nursery for supplying a wonderful variety of plant species for this project.



*Photos above: Field crew members planting riparian site as part of the Koala Habitat Restoration project.
Photo below: Pasture planting site.*



Noosa Council Conservation Projects

Words by Brent Whitworth,
Project Officer

This financial year we worked across 44 project sites with 18 on Land for Wildlife and Volunteer Conservation Agreement (VCA) properties. On groundwork included bush regeneration and revegetation ranging from coastal to hinterland areas. This includes Nature Refuges and Reserves plus an Offset planting at Skyring Creek.

This year additional revegetation works included 350 trees across three sites including Binalong Bushland Reserve, King St Bushland Reserve and Cooroibah Conservation Park. We worked on approximately 33 ha of bushland treating various weed species across reserves and private properties within the Kin-Kin Creek and Six-Mile Creek Catchments.

Our partners



Coastal Connect

Words by Brent Whitworth,
Project Officer

The 2023/24 Financial Year saw the completion the final third year of the Coastal Connect project with Noosa Intergrated Catchment Association Inc (NICA). The team continued weed treatment in the dune and foreshores of Sunshine Beach to Peregian Beach. Weeds targeted included Singapore Daisy (*Sphagneticola trilobata*), Gloriosa lily (*Gloriosa spp.*), Asparagus fern (*Asparagus virgatus*), lantana (*Lantana camara*) and Broad-leaf pepper tree (*Schinus terebinthifolia*).

The team and I would like to thank NICA for the valuable work they do and for the opportunity to be part of such a great project for our precious coastline.

Our partners



Private properties

Words by Brent Whitworth,
Project Officer

It has been encouraging to see the increasing enthusiasm among landholders to restore bushland on their properties. This financial year we have worked on 16 new private properties, with 10 being revegetation projects, planting a total of 3185 native tubestock!

Many of the properties are members of Noosa Landcare, specifically Gold Membership. Many of the restoration works have followed from our property consultation service offered as part of the Gold membership package. These landholders have the extra benefit of discounted labour and plants with this membership too.

Seqwater Biosecurity Works

Words by Jen Coleman,
Field Operations Manager/Project Officer

Seqwater's biosecurity programs have been developed following multiple risk assessments to determine the priority weed species for treatment within each drinking water catchment. The sites are regularly inspected, and weeds prioritized as required.

In the Lake Macdonald catchment, Noosa Landcare have been contracted to remove *Cabomba caroliniana* from around lake entry and exit points (e.g. pontoons and ramps) to minimise it's spread from water body to water body via watercraft. Removal involved raking loose material off of the surface and high tide lines into piles and then dumping in an area away from water to compost down.

This was undertaken on a monthly basis, except in summer months or after rain, it was fortnightly. The team wear wetsuit pants, booties and Personal Floatation Device and enjoy the cool lake on a warm day (except in winter where it was a bit chilly!) they only go up to knee depth for WHS purposes.

The team remove approx. 100kg of Cabomba per visit, totalling about 12,000 kg for the year.



Unity Water Lower Burgess Creek

Words by Brent Whitworth,
Project Officer

The Burgess Creek Bushland Reserve is a coastal creek catchment adjacent to Noosa's sewage treatment plant (managed by Unity Water), the coastal suburbs of Castaways, Sunrise and Sunshine Beach and Noosa Junction town centre.

During the 2023/24 Financial Year our team continued to work under the Lower Burgess Creek Restoration plan developed by Noosa Council. The crew undertook revegetation works and weed management across 3 ha, treating invasive species such as Singapore Daisy (*Sphagneticola trilobata*), Coastal morning glory (*Ipomoea cairica*), Lantana (*Lantana camara*), Broad-leaved Pepper (*Schinus terebinthifolia*) and Ardisia (*Ardisia crenata*).



Revegetation works completed at Burgess Creek
Bushland Reserve



TREES FOR TOURISM.

Noosa

6,799
trees planted

Total funds
raised
\$82,284

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 23/24 Financial Year saw two new planting projects undertaken for the Noosa Trail Network through the Trees For Tourism initiative, planting 1,000 native trees and shrubs to support erosion management, shade and biodiversity along the Noosa Trail. Addition to this, revegetation maintenance continued across several sites, which was supported by the program in previous years.



Our partner

TOURISM
NOOSA
VISITNOOSA.COM.AU

Reforest Cooroy Mountain Wildlife Corridor

During the 2023/24 Financial Year, Noosa Landcare partnered with Reforest, a Brisbane-based social enterprise helping businesses and events integrate climate and nature-positive activities in their business, primarily through the funding of and participation in restoration project.

Noosa Landcare supported the planning and revegetation of Reforest's Cooroy Mountain Wildlife Corridor project, a 3.8 ha site in the Upper Six-Mile Creek catchment area of the Mary River near Cooroy Mountain.

In June 2024, 5066 native tubestock across 1.7 hectares were planted by Noosa Landcare, supported by the many hands of Reforest partnering businesses. A real highlight of Reforest's initiatives is the active involvement of client staff and their customers in these projects. It was a fantastic morning spent with a wonderful group of people, and the atmosphere was buzzing!

The goal for this project is to have over 10,000 native trees planted across the 3.8ha site.

To ensure these trees achieve their objectives of carbon sequestration and habitat restoration, a covenant will be applied to the revegetation site to legally protect the trees against clearing.

We thank hosting landholders of the project, Lauren and Christian, for their support and enthusiasm for this project and their dedication in restoration and conservation.

Our partner **Reforest**



Our partner



Slow Food Noosa

Slow Food is a global, grassroots, not-for-profit organisation founded in Italy in 1986 by Carlo Petrini. It was established as a response to the rise of fast food and the decline of local food traditions.

Slow Food promotes biodiversity, sustainable agriculture, and food education. It operates through a network of local chapters and activists in over 160 countries, working to defend cultural and biological diversity, influence food policies, and promote food education. The organisation also hosts events and advocacy campaigns to build solidarity and advance its mission of achieving good, clean, and fair food for all.

In 2022, Noosa Landcare partnered with Slow Food Noosa in their Regenerative Agriculture and Native Vegetation Enhancement Funding Program, a 2-year grant program aimed to create a resilient local food system, with social and ecological health at its core. The program supported Snail of Approval recipients of Slow Food Noosa (i.e. local producers) to undertake specific projects focused on productivity and ecological health on their farm.

Noosa Landcare proudly supported the administration of the grant program in partnership with the passionate and generous team from Slow Food Noosa.

Since 2022, near to \$40,000.00 was invested across 5 local farms in the Noosa and Gympie Region to support a range of on-farm projects. This included installation of waterway fencing, wetland rehabilitation, installation of farm infrastructure to improve grazing management and pasture health, creation of habitat corridors, purchase of specialised farm equipment and support with weed management in bushland areas.

All the projects were designed, co-funded and implemented by each producer.

With the success of this program, Slow Food Noosa and Noosa Landcare ran a tree planting initiative during the 2023/24 Financial Year open to Slow Food members more broadly. This saw 10 local properties, including 7 Slow Food Noosa producers, plant 1,300 native trees! The tree plantings were supported by Noosa Landcare Project Officer, Ered Fox. Ered provided support with plant selection, advice on site preparation and maintenance, and worked one on one with the landholder to plant the native tubestock on their properties.

We extend our deepest gratitude to all the local producers and landholders who have participated in the wonderful initiatives by Slow Food Noosa. We also wish to express our sincere thanks to Slow Food Noosa, especially Rod and Karyn Lees, for their incredible efforts in showcasing and supporting our local producers and their commitment to creating a healthier local food system and environment.

Photos below left to right: Susie and Bryant from Eastwell Farms, Tree planting with Kylie from Bunya Grove, waterway crossing at K2 Beef Kandanga, Tree planting with David from Mary Valley Yuzu.



32
traineeships

Training

Skilling Queenslanders for Work Works Skills and First Start traineeships

Words by Kim Maddison,
Training Co-ordinator

The training program has achieved remarkable success over the past year, providing valuable skills and employment opportunities to participants. This report highlights our key achievements, the impact of our programs, and the support received from our partners.



Skilling Queenslanders for Work program

Supervisors: Jamie Knight and Darrin Barden.

- 20 individuals employed under Work Skills Traineeships.
- All participants completed a Certificate I in Conservation and Ecosystem Management.

Outcomes: Several trainees have transitioned to longer-term employment at Noosa Landcare and others into senior trainee positions. Impressively, 95% of trainees secured further employment following the program's completion in 2023-24.

First Start Program

Supervisor: Jen Coleman.

- 12 trainees employed under the First Start program, including two Kabi Kabi trainees in partnership with Greenfleet and Kabi Kabi Aboriginal Corporation.
- Trainees are studying for a Certificate III in Conservation and Ecosystem Management.

Outcomes: Four trainees have successfully graduated, with an additional eight expected to complete their training in the coming months.



Photo above left: Intake 1 of the 23/24FY for the Skilling Queenslanders for Work Program. Photo above right: First Start trainees at a mapping field trip.

Both programs have been made possible through the generous support of the State Government's Skilling Queenslanders for Work Program. Noosa Landcare serves as the Community-Based Organisation managing the projects, while Ballistic Training Services provides accredited training, and Busy at Work registers the trainees in the Australian Apprenticeship Services frameworks.

The high employment rate among trainees demonstrates the effectiveness of our training programs in preparing participants for the workforce. Beyond employment, these programs have contributed significantly to conservation and ecosystem management efforts within the community. Looking ahead, we aim to expand our training programs, increase the number of participants, and enhance the support services provided to trainees.

Our training program has made significant strides in empowering individuals with the skills and opportunities needed for successful careers in conservation and ecosystem management. We are grateful for the continued support from our partners and look forward to building on this year's successes.



Photos above: Collection of photos of Cert 1 and 3 traineeship groups over the 23/24 Financial Year undertaking field work and training.

Our partners



478
members

Our Community

Thank you to all our wonderful members and volunteers



Over
3,577 hrs
by Vols

Valued at
\$169,192

Current 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





Transforming the
landscape together.



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Landcare

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