



Noosa & District  
**Landcare**

# 2018-19 Annual Report

## *Conservation, Education, Participation*



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

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





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*Cover: Noosa Koala Habitat Rehabilitation Project—Community Planting Day June 19*

*Inside cover: Lawrence Muckan—NDLG’s first Kabi Kabi Specified Trainee*

*Above: Veolia Phytoremediation Planting, Ipswich April 2019*

## Our Aims

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

To ENCOURAGE the adoption of best management practices and sustainable land uses

To ASSIST in the preservation of water quality and ecosystem health in the region

To CREATE productive and biodiverse landscapes capable of supporting future generations

To EDUCATE and raise awareness through community programs, workshops and traineeships



## Chairman's Report



Backing up our most successful financial year (2017/18) to date, was always going to be hard. And in no uncertain terms it was. However, regardless of the struggle, this period has been life changing for our organisation in many other ways.

Many significant and long-term partnerships were founded during the 2018/19 financial year. We partnered with the Kabi Kabi First Nations People and the Department of Transport and Main Roads to facilitate a Kabi Kabi identified NRM traineeship program. We are now the proud owners of a 6.3ha Noosa hinterland property from our first very generous land bequeath. We are involved in the groundbreaking transition of Yurol/ Ringtail Creek State Forest back to a nature conservation area through our first stage of on-ground work with The Bodyshop and Queensland Koala Crusaders. We are also proud partners with Tourism Noosa in the 'Trees for Tourism' initiative. Many of these initiatives a first of it's kind for Noosa, Queensland and maybe Australia.

All of this is evidence of a dramatic change within our region. The positive influence and effect we have on our members, stakeholders and partners alike, and a dynamic shift in our business development.

Over the period of this financial year, we have continued our great work in providing meaningful training and employment to those most needing an opportunity.

Through the Queensland Governments Skilling Queenslanders for Work program this year, we have assisted another 24 people in gaining a Certificate I and/ or III in Conservation & Land Management and Business. From Jan 2016 until June 2019 we have trained a total of 64 young and mature Sunshine Coasters alike through this program. Many of them still work for us today.

We continue to update our management systems, policy and procedures and automation processes and this has lifted the efficiency and professionalism across all facets of our operation.

Our monthly environment workshops have been well attended and community representations by key management personnel continue to spread the word of the Landcare movement and the great work we are doing to improve our surrounding environment.

I would to thank the team for their toil over the 2018/19 period and the efforts of our valued volunteers and management committee.

On behalf of the management committee we would like to thank our members for their loyalty, our partners, stakeholders and clients for your business and our staff for there conscientious contribution to making our patch of the world a more sustainable and beautiful place to live.

**Luke Barrowcliffe**  
**Chairperson**

*Photo: Twin Hills Revegetation Project - March 2019*



## Treasurer's Report



On the surface, NDLG had a very successful year in 2018/19. Income grew at 9 percent, expenses dropped year over year, a profit of \$221,400 has been declared and our net equity went over \$1 million for the first time since 2014.

Our net equity provides an excellent “reserve” against any future difficulties and a suitable fund for any investments deemed necessary.

However, digging into the Profit and Loss account shows some pressing issues.

In reality, we have been given a wonderful property donation in the form of “Jane’s Place” described in detail later. This is valued at \$430,000 and, in line with appropriate accounting standards, appears as income in the profit and loss account. Without this, our underlying business had an income of \$1,688,000 or a drop of 13% year on year. It has proved to be a year where it has been difficult to tie down and deliver the planned projects. Without the donation, instead of a profit, we would have recorded a loss of \$208,600.

The team of NDLG have been very aware of these underlying issues and have been working hard to deliver

projects given access and environmental conditions.

In fact, we are entering 2019/20 with a much higher percentage of committed projects than usual which is very encouraging.

Similarly, the team has been working hard on expense budgeting so as to ensure we get back to a breakeven situation which is our strategic aim.

We are pleased to say that our accounts have, once again, been given a clean bill of health by our auditor. I congratulate the Administration team for keeping things under control during difficult times.

So, in summary, great thanks to our donor for allowing us to show a good financial situation for 2018/19 and looking forward to the hard work paying off in 2019/20.

**Dick Barnes**  
Treasurer

| Item       | 2012/13 | 2013/14 | 2014/15 | 2015/16 | 2016/17 | 2017/18 | 2018/19 |
|------------|---------|---------|---------|---------|---------|---------|---------|
| Income     | 1,396.5 | 1,397.5 | 1,342.9 | 1,502.0 | 1,643.8 | 1,939.9 | 2,118.0 |
| Expenses   | 1,398.6 | 1,408.5 | 1,441.5 | 1,556.7 | 1,704.1 | 1,947.4 | 1,889.2 |
| Net Income | -2.1    | -10.9   | -98.6   | -54.7   | -60.3   | -7.5    | 221.4   |
| Net Equity | 1017.9  | 1006.9  | 908.4   | 853.7   | 793.4   | 786.0   | 1,007.5 |

Photo: Landcare Linkup Workshop—Cane Toads - November 2018



## Management Committee

### Chairman

**Luke Barrowcliffe**



BComms

Butchulla man (Traditional custodian of K'gari (Fraser Island) and adjacent mainland)

Owens Goorie Vision (indigenous media company)

### Treasurer

**Richard Barnes**



MA Engineering & Business Studies

Extensive corporate financial experience

Sustainable beef farmer in Noosa region

### Secretary

**Geoff Black**



BE (Civil), GradDipDVST, DipCLM

Extensive background in land and community development and natural resource management

### Committee Member

**Dr Kim Barnes**



PhD

Teacher and academic background in the school and university education systems

Extensive experience in sustainability and environmental education

### Committee Member

**Paul Steels**



BEnvSc

Founding Member of Noosa & District Landcare

Extensive experience in community-based conservation

### Committee Member

**Dr Melanie Hassall**



BVsc, GradDipEd

Background in beef management, biosecurity

Business owner, resource sector asset management

### Committee Member

**Phil Moran**



DipCLM

Extensive natural resource management background, representation on industry boards, community support

Owens Burravingee Nature Refuge

**2,026**  
Facebook Likes

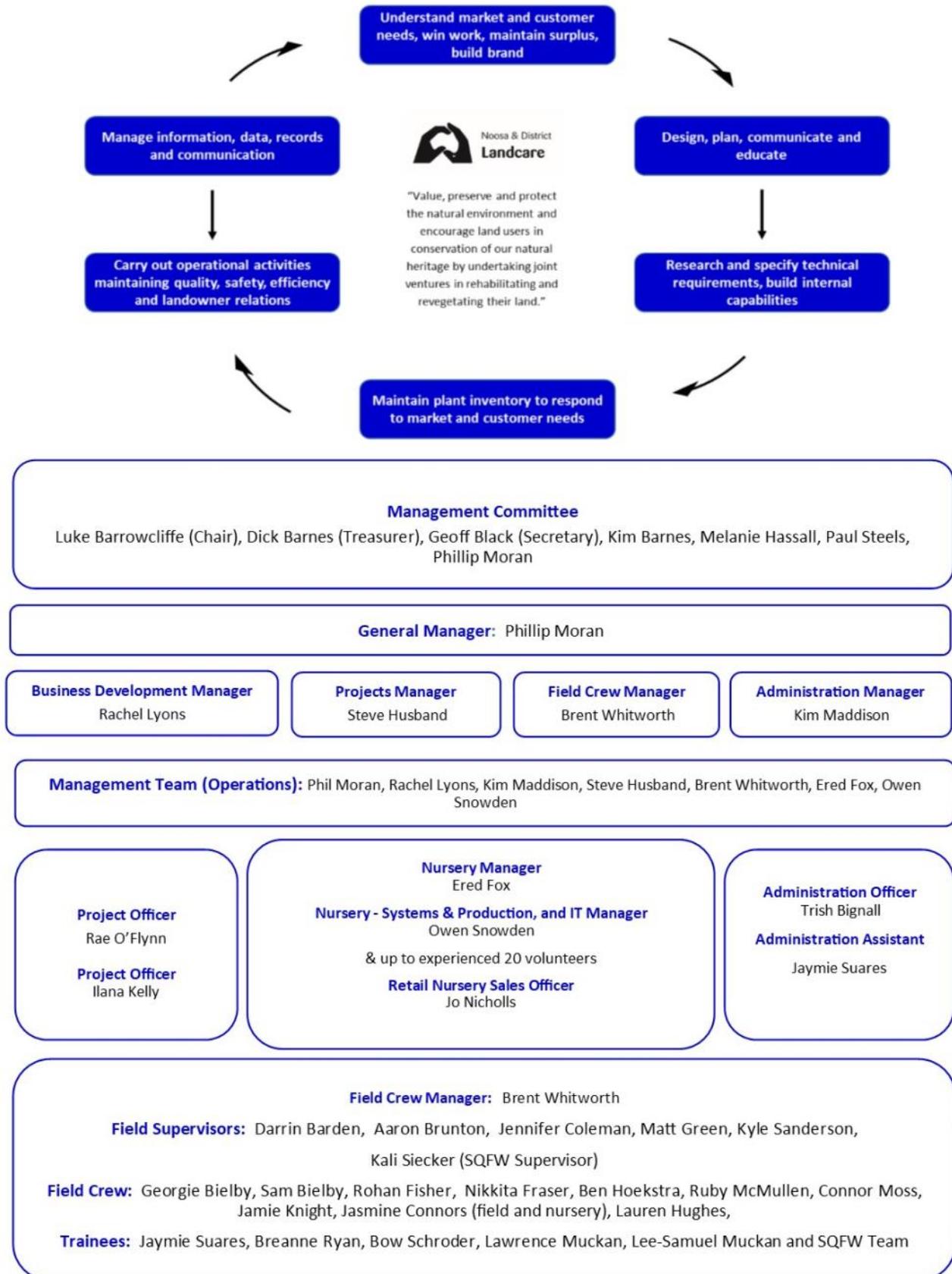
**1,034**  
E-news  
Subscribers

**As @ June 19**

Photo: NDLG Committee (2018/19) L-R, Dick Barnes, Melanie Hassall, Paul Steels, Luke Barrowcliffe, Geoff Black, Kim Barnes, Phil Moran

# Organisational Chart—June 19

## Organisational Chart



# Who were our partners in 2018-19?

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

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

**54+ Partners**  
**& expansive list of**  
**private landholders**  
**and members**



Burnett Mary Regional Group  
CO2 Australia  
Cooroy Fusion Festival  
Commonwealth Dept of Social Services  
Cooroora Wordworkers Association  
Country Noosa  
CSIRO  
Department of Employment, Small Business and Training  
Department of Transport and Main Roads  
Federal Department of the Environment  
Friends of Noosa Botanic Gardens  
Gambling Community Benefit Fund  
Gympie Regional Council  
Healthy Land & Water  
Hinterland Bush Links  
HQ Plantations  
June Canavan Foundation  
King of the Mountain Festival  
Kabi Kabi First Nations People  
Livlife Pharmacy  
Mary River Catchment Coordinating Committee  
National Landcare Network  
Noosa Biosphere Community Association  
Noosa Biosphere Reserve Foundation  
Noosa District State High School  
Noosa Integrated Catchment Association  
Noosa Parks Association  
Noosa Shire Council  
Noosa Triathlon  
Noosa Food & Wine Festival  
Peppers Noosa Resort & Villas  
Peregian Beach Community Association  
Pomona & District Community House  
Qld Department of Agriculture & Fisheries  
Qld Koala Crusaders Inc  
Qld Parks & Wildlife  
Qld Water & Land Carers  
Richmond Birdwing Conservation Network  
Seqwater  
State Department of Environment  
Sunshine Coast Council  
Sunshine Coast Environment Council  
The Bodyshop  
The Great Noosa Trail Walk  
The University of Georgia (USA)  
The University of Queensland  
Thomas Foundation  
Tourism Noosa  
Unity Water  
University of the Sunshine Coast  
Veolia Australia & New Zealand  
Wildlife HQ  
Wildlife Preservation Society of Queensland  
Zero Emissions Noosa

*Photo: Kyle with Noosa & District Highschool Students—Mimburi - August 18*

# A glimpse in pictures of 2018/19



*Staff and Volunteers Christmas Dinner - Dec 2018*

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**5,055**  
**Volunteers hours \***  
**(\$202,200)**

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\* Valued @ \$40 /hr



*Moore Property—Seqwater Lake MacDonald Source  
Protection Property— May 2019*



*International Women's Day—March 2018*



*Bill MacDonald (Botany Guru) visits NDLG to assist in  
threatened plant survey—September 2018*



*Pomona War Memorial Planting - October 2018*



*University of Georgia (UGA) students - Noosa—December 2018.*



## General Manager's Report



The Financial year 2018-2019 has had many highlights for the group. Top of my list would be a donation of 6.35 hectares of land at Pinbarren. The land includes frontage to Pinbarren Creek, and spectacular views including four of our iconic Sunshine Coast Mountains. The property will be used as a demonstration site, training in weed and plant ID for our trainees and also for field days. It is called "Jane's Place", and the committee, volunteers and staff are very grateful for this generous donation.

Partnerships continue to be a vital part of the work that Noosa & District Landcare Group [NDLG] undertakes and this year, we have maintained and increased these partners. These professional collaborations share expertise and resources to increase the outcomes for projects with a common goal. We are really pleased to have a strong relationship with Transport & Main Roads [TMR]. This partnership includes Indigenous traineeships [for 5 years], translocation of and propagation of vulnerable plants, and a Toyota troop carrier to get the work done. You may read more about this elsewhere in this report. However, I have to thank the TMR employees who are involved, Madeline Page, TJ Harding, and Brian Warner from the Kabi Kabi First Nations people, and Rachel Lyons from Noosa Landcare for guiding this initiative. The first two Kabi Kabi trainees under this initiative, Lawrence & Lee, are great.

The Plant Fair organized by Friends of the Botanic Gardens at Lake Macdonald on 1<sup>st</sup> September 2019, was another highlight. Noosa Landcare held a plant stall on the day, and congratulations go to Owen Snowden and all the Skilling Queenslanders for Work [SQW] trainees who personed the NDLG stall on the day.

While you will hear more about Skilling Queenslanders for Work in a further report, this training program with the

Queensland Government has yielded many benefits to both our community and the participants. Some of the community based highlights from SQW Teams this Financial year are:-

- Assisted at Friends of Botanic Gardens Plant Fair
- Planted out the War Memorial garden at the Rotunda in Pomona
- Assisted at the Mary River Festival at Kandanga
- Assisted with Country Noosa AGM
- Assisted Cooroy State School clean up weeds and plant trees

Other outstanding community involvements for me include:-

- Basket Brigade packing day Dec 18 at Noosa District State High School in Cooroy – NDLG employees volunteered their time for this outstanding initiative.
- Noosa Walk and Talk with University of Georgia (USA) students who visit Noosa to undertake studies on our region
- Strengthened ties with Burnett Mary Regional Group [BMRG] via an MOU for projects with shared local benefits



*Continued on next page*

*Photo (top) : Noosa Ironman Trees for Tourism Launch— November 2018  
Photo (below): National Landcare Conference Field Trip Visit to NDLG—October 2018*



## continued ...

- Attending Australian Biosphere conference organised by BMRG in Maryborough
- Launch of Trees for Tourism initiative with Peppers Noosa Resort and Villas new General Manager [Fabrice Grau], Tourism Noosa General Manager [Steve McPharlin],
- Working with Unitywater at Girraween to support a community planting
- Working with Noosa Body Corporate to remove weeds adjacent to Mowong Drive, Noosa Heads
- Presentations to Noosa Probus, Pomona Lions, Tewantin Noosa Garden Club, Seqwater at Cooroy with Country Noosa, Qld Pest Animals and Weeds Conference
- Landcare Link-up monthly workshop series has been a great success this year; all booked out!
- NDLG stall at the launch of Cooroy Fusion Festival
- NDLG has worked with Rick Milne - Senior Advisor, Workplace Assistance Injury Prevention and Management and Small Business Programs, Workplace Health and Safety Queensland, to review and action

NDLG's safety performance to gain a Certificate of completion.

And the big one:-

- The Noosa Koala Habitat Recovery Project launched with over 150 volunteers planting trees in Ringtail State Forest area – to become a National Park. An initiative of Noosa Parks Association, with support from Noosa Council and the Department of Environment and Science. This project will transition 2,400 hectares of HQ plantations land into National Park over five years. This is likely to be the single biggest environmental achievement I see in my lifetime.

This financial year has also seen the group run a cash deficit for the year through continued investment in local conservation initiatives, internal system upgrades, and training and development. While NDLG has funds accrued for this, the Management Committee and senior staff are devoting their energy to begin growing the investment as a cash surplus at the end of the 19.20 financial year.

### Phillip Moran



*Photo, top: Peppers Noosa Resort and Villas, Trees for Tourism Launch— February 2019*

*Photo, left: NDLG's Field Crew planting for erosion control on private property— March 2019*



# Business Development Manager's Report



The 2018/19 year was a somewhat difficult year due to the completion of several large scale projects the year prior, and renewal of most of our major clients' panel arrangements almost at the same time (and the inevitable work slowdown

this creates).

The challenge was to remain optimistic, to keep our amazing staff assemblage intact, and to keep ourselves primed in all business units moving forward.

In addition to undertaking more than 159 separate on-ground weed and revegetation jobs, during 2018/19 Noosa Landcare continued to expand our new business areas. These included fauna surveying, NRM planning and asset assessment consulting, and progressing arrangements for large scale offset and remediation plantings.

## Major Achievements:

- 159 on-ground jobs undertaken totaling more than 24,445 hours on the ground
- > 130 ha of targeted weed control undertaken
- > 21 ha of revegetation undertaken
- Continued valued partnerships with our local major land managers – Noosa Council, Gympie Council, Seqwater, Hancocks Plantations Queensland, Queensland Parks and Wildlife.
- New significant partnerships with the Department of Transport and Main Roads, The Kabi Kabi First Nations People, Unity Water, and BMRG.
- Continued highly attended workshops and field days – 16 workshops and community events held and over 570 people attending.

On the grant submission front, it was a slower year for relevant available grants and all were consequently heavily subscribed. The majority of our major commercial clients had their Panel Arrangements reviewed this financial year, and as such responding to tenders formed a significant component of business development activities.

We had good results for tenders and grants submitted. The following statistics apply:

- Total Bids / Pitches Submitted – 32
- Total Bids / Pitches Successful – 26
- Pending Applications – 5
- Tenders Withdrawn / Grant Program Cancelled - 1
- Success Rate – 85%
- Total NEW Grant and Tender Funds Approved 18/19 – \$1,818,987 (Gst excl) + Panel allocations

We were quite busy coordinating two Skilling Queenslanders for Work Teams, employing a full-time Noosa Landcare Supervisor and 19 participants within the year. The two teams did some fantastic work at dozens of locations including Noosa Northshore Campgrounds, Cooran Reserves, Mimburi with *20 Million Trees* and several sites in the Kin Kin area.

We have also had the opportunity to have 5 year-long formal Cert III traineeships operating during the 2018/19 year. Sam Bielby started in January 2018 and completed in December 2018 respectively. Josh Green and Jasmine Connors from July 2018 to June 2019. Bree Ryan, Bow Schroder and Jaymie Soares commenced in January 2019. The trainees have been involved in a variety of field, nursery and project work. The skills and enthusiasm the trainees bring to NDLG is a great asset to the group and the reciprocal experience and variety of projects they are involved in greatly assists each trainee hone their interests and develop their careers.

Photo, top: NDLG Staff modelling The Body Shop fundraising head towel and band for the Noosa Koala Habitat Rehabilitation Project

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## continued ...

**Eight of the ten graduated Cert III trainees we have had over the last 3 years are now employed by us, and the other two have employment in the industry as a direct result of the experience and skills learnt at NDLG.**

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

In the 2018/19 year we kicked off a ground-breaking capacity building project in partnership with the Kabi Kabi First Nations People and the Queensland Department of Transport and Main Roads. Over the next 5 years, NDLG will host a minimum of 10 x Kabi Kabi Specified year-long Cert III trainees in Conservation & Land Management. The appointment of Lawrence Muckan in June 2019 marked the start of the program. Laurence was joined a few weeks later by Lee-Samuel Muckan. NDLG is grateful for the opportunity to host these positions and looks forward to a long-term successful partnership with the Kabi Kabi First Nations People.

The exciting and long-awaited Noosa Koala Habitat Rehabilitation Project kicked off this year in partnership with the Queensland Koala Crusaders, The Body Shop Biobridge Program, The Body Shop Australia and Peppers Noosa Resorts and Villas.

Our joint initiative with Tourism Noosa, 'Trees for Tourism' gathered strength as we included the Noosa Triathlon and Noosa Food and Wine Festival within the program, joining Peppers Noosa Resort and Villas.

We completed our first year deliverables of the Seqwater Lake Macdonald Source Protection Program, with some great on-ground results and considerable community engagement.

Keeping it in Kin Kin kicked on into Phase II which included the development of an Implementation Plan and onground investment into gully erosion and Cats Claw Creeper eradication. Whilst the need is significant for further investment to the local community and shire, we

struggled to attract State and Federal investment into the area to tackle the soil mobilisation issues we have there – Kin Kin Catchment is not 'Reef' nor a major 'Ag Industry area'.

Several exciting new projects were initiated this last year, the fruits of which will be seen in the 2018/19 year and beyond. These include:

- Significant Threatened Plant protection actions in partnership with Noosa Council and the Department of Environment and Science.
- Furthering investment into the large scale revegetation project of Yurol and Ringtail State Forests
- Land and Wetland condition improvement project in partnership with BMRG in the Susan River Catchment
- Major Mary River Riverbank protection works with the MRCCC & BMRG.

Thanks to a huge amount of groundwork and amazing community partnerships, we head into the 2019/20 year with a large number of exciting projects to dig our teeth into. Our team is highly skilled, well-resourced and in my opinion, the best in the business.

**Rachel Lyons**



*Photo, top: Noosa Catchment Biopassgae Field Trip—April 2019  
Photo, bottom: Kabi Kabi First Nation Trainee's—Lawrence Muckans(Left) and Lee-Samuel Muckan*

# NDLG Strategic Plan—KPI Performance 18/19

In 2017/18 we formalised NDLG'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 2018/19 FY.

| Goal  | KPI  | Annual Targets   |  |  |   |
|---|--|--|--|--|---|
|   |  | Achieved (16/17 FY)                                    | Achieved (17/18 FY)  | Target (18/19FY)                               | Achieved (18/19FY)  |
| <b>ENVIRONMENTAL STEWARDSHIP:</b><br>Increase the area of abundant biodiverse landscapes under conservation management: | To increase the number of sites we undertake on-ground works in partnership with land managers by 10% per annum  | 186 sites  | 128 sites  | 225 sites                                      | 159 sites   |
|   | To directly revegetate >150 hectares by 2020   | 33 ha  | 49.57 ha   | 40 ha  | 21.16 ha  |
|   | To directly manage 1300 hectares of weeds to assist natural regeneration by 2020   | 290 ha   | 184.49 ha  | 350 ha   | 132 ha  |
|   | To be working in partnership with 5 major land managers in on-ground projects in a formal capacity – e.g. QPWS, NC, SEQW, SCRC, HPQ, GRC.  | 5 active partnerships (QPWS, NC, SEQW, SCRC, HPQ, GRC) | 6 active partnerships with major land managers.              | 5 active partnerships with major land managers | 7 active partnerships (QPWS, NC, GRC, SEQW, SCRC, HPQ, TMR) |
| <b>PROMOTING LEARNING:</b><br>Grow community awareness of the need to protect and build our biodiverse landscapes:      | To run 12 workshops per year and ensure workshop topics are relevant and connected to current landholder interests and on-ground projects. {Surrogate indicator}   | 19 Workshops<br><br>>500 people attended               | 20 Workshops<br><br>676 People attended                      | 12 Workshops                                   | 16 Workshops<br><br>570+ people attended                    |
|   | To undertake 6 school visits / activities per year {Surrogate indicator}   | 8 School / University Visits                           | 10 School / University Visits                                | 6 School / University Visits                   | 12 School / University Visits                               |
|   | To achieve 30 landholder advisory/ consultation visits per year to undertake assessments, project design and property planning. {Surrogate indicator}<br><br>* Not including direct project extension property visits                    | 28 landholder advisory/ consultation visits            | 35* landholder advisory / consultation visits (Gold Members) | 30* landholder advisory / consultation visits  | 41* landholder advisory / consultation visits               |
| <b>ENGAGEMENT AND ADVOCACY:</b><br>Promote the aims of the organisation through effective advocacy:                     | Participate and attend priority events (e.g. Council Planning Workshops) and appropriate committees (e.g. QWALC) to retain NDLG's relevance and contribution to regional planning, events and activities. (15 per year).                 | >20 events/ committees                                 | 21 events/ committees  | 15 events / committees                         | 29 events / committees                                      |
|   | Develop and advocate 5 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. | 5 Priority Programs:                                   | 7 Priority Programs in operation                             | 5 Priority Programs Maintained                 | 7 Priority Programs in operation                            |



## Administration Manager's Report



The Admin team undertakes a wide variety of tasks and activities, which provides the foundations for the financial, HR, and administrative management of NDLG.

As you can imagine, with 42 employees and many volunteers, this is a

consistently busy section of the organisation, which requires an efficient and reliable team working together, to support the needs of NDLG. Much of the work we do directly assists the Management Committee, General Manager, and Business Development Manager, together with considerable liaison and communications with project officers and nursery personnel, we maintain the flow of data and resources.

With a focus on seeking continual improvements in our day-to-day practices and interactions, this last financial year the Admin team oversaw the completion of a 12 month-long Business Improvement Plan - Injury Prevention and Management. Completed with the support of Workplace Health and Safety Queensland, this involved bringing together all areas of NDLG to potential risks, then implement immediate and ongoing actions to address them. Many employees across NDLG contributed to the success of this project.

### Meet the team 18.19:

Our band of Admin troupers has ebbed and flowed this year. All team members bring their individual strengths and degrees of experience, which are of enormous benefit to NDLG. Our team throughout 18.19 financial year included:

- Aleisha Slade – Administration Assistant Cert 1 Business January to June 2019
- Jaymie Soares – Administration Assistant Cert 1 and Cert III Business July 2019 - current
- Keryn Quigley – Administration Assistant Cert 1 Business (Nursery support) January to June 2019
- Margie Cosgrave – Administration Assistant 2010 to August 2018
- Jo Nichols – Nursery Sales Officer 2018 to current
- Trish Bignall – Administration Officer 2013 to current
- Kim Maddison – Administration Manager 2003 to current

Margie Cosgrave who was with us from 2010, left in August 2018 to pursue other interests. Margie stays in touch regularly and because she lives local, is able to supply a truly superb raw

honey which is available from the Retail Nursery in Station Street, Pomona.

Aleisha Slade completed a Cert 1 in Business in June, and with assistance from Amanda at Noosa Community Training Centre, was promptly snapped up by a Noosa business in Noosaville, to undertake a Cert III in Business.

Keryn Quigley quickly worked her way around the nursery office, identifying simple ways to represent client groupings for tracking and analysis in our inventory system.

When Jaymie Soares applied for a traineeship position with Noosa Landcare in 2018, we thought we might have found the person able to transfer her skillsets to this industry to support the Admin section. This is certainly the case and Jaymie is now currently completing her Cert III in Business.

While Jo Nichols works in the retail nursery with plants and people, a bit of her work crosses over into the Admin realm. Jo manages the Membership Database and would be a familiar face to many members visiting NDLG's retail nursery in Pomona.

Trish Bignall continues to amaze me with her sense of calm, dedication, and ability to declutter the workspace through effectively moving through tasks and masses of paperwork. Her tireless support and professionalism is noticed and appreciated.

Note of thanks to the following organisations and individuals who have worked closely with us throughout 18.19:

- Accounts Anywhere – Rhonda Gormley
- Axiom College – Gena Slingsby, Matt Simmonds, and Shani Wallace
- Department of Employment, Small Business and Training: Derik Westra, Katrina Hunt, Suzanne Dingle
- Noosa and District Landcare Group Inc Geoff Black – Secretary
- Noosa and District Landcare Group Inc Dick Barnes – Treasurer
- Noosa Community Training Centre – Arthur Hartley, Amanda Attrill, Tarlya Behrendorff
- Levert Audit Services – Simon Green
- Workplace Health and Safety Queensland - Rick Milne

**Kim Maddison**

*Photo: L to R, Trish, Jaymie and Kim from our Admin Team*



## Projects Manager's Report



This financial year has seen increased diversity of work sites and work clients. New work was carried out for Veolia, Seqwater, HQPlantations, Mary River Catchment Coordinating Committee (MRCCC), and local government (Gympie Regional Council and Noosa Council), as well as

numerous private clients.

More staff received fire training comprising nationally accredited fire crew competencies from HQPlantations. Trained NDLG staff carried out prescribed burning at several sites on HQP land in late 2018. NDLG staff worked as fire tower observers in September 2018 and from February to March 2019. Cats claw vine control work for HQP was delivered by NDLG teams at a remote Amamoor Creek site in March 2019.

Some new projects delivered for MRCCC in 2018-19 included two NDRRA (National Disaster Relief and Recovery)-funded sites on the Mary River upstream of Kenilworth. Both sites involved extensive re-profiling of eroded river banks including driven hardwood piles, rock armouring, and re-shaped bank sections with jute matting. 3170 plants were planted across 0.19 hectares at the Island site. 2675 plants were planted at the Boundary site. Other MRCCC revegetation sites included 1700 trees planted at Mimburri along an eroded gully and 755 trees planted on 0.22 hectares on the Mary River at the Eales property.

Weed control was carried out at several MRCCC sites – cats claw vine control on Coondoo Creek (jointly funded by HQP and MRCCC); Chinese elm control at Goomong Pocket; and cats claw vine control at Tinana Creek.

For Seqwater, further weed control work was carried out at the Visini Road, Cedar Pocket offset site. Another Seqwater site at Ewen Maddock Dam near Landsborough was the site of weed control works targeting pine wildlings, Singapore Daisy and lantana. Work was also carried out at Seqwater sites at Lake Macdonald and Borumba Dam.

Our current Round Three 20 Million Trees project,

*Restoring Country at Mimburri on the Mary*, was affected by severe late frost in August 2018. Skilling Queenslanders For Work trainees under supervisor Liam Scanlan planted 1000 replacement trees.

Gympie Regional Council announced in late 2018 that Noosa and District Landcare Group had been awarded the status of supplier of Vegetation Management and Consultancy Services to council. Weed control work, targeting mainly cats claw vine, was carried out on several council sites by NDLG work teams, working with council pest management officers. NDLG supervisors Darrin Barden and Kyle Sanderson completed traffic management training at council request to enable NDLG teams to work in council-managed road reserves.

Revegetation and weed control work on the Ringtail State Forest site commenced on 21 June 2019, with 1500 trees planted at a community planting on 22 June. 22,500 more koala food and habitat trees will be planted across about 60 hectares at this site – the initial stage of extensive revegetation work across Ringtail and Yurol State Forest ex-plantation land which was originally managed by HQPlantations. These areas will transition to National Park management in future.

Planting was carried out at Veolia's Wattle Glen landfill site near Ipswich in April 2019 and follow-up maintenance at this phyto-remediation site is ongoing.

The online work scheduling tool, *Sling*, has been in use since 2017. NDLG workers receive work shifts, sites, type of work and site details immediately by mobile phone text. *Sling* also provides a messaging platform. The use of *Sling* has been refined greatly over the 2018/19 year.

**Steve Husband**

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**4,000+**  
**visits to the**  
**Resource**  
**Centre**

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Annual Report 2018/19

Photo: Phytoremediation planting at Veolia's Wattle Glen Landfill, Ipswich—April 2019



## Crew Manager's Report

It was the eve of Halloween last year when I was preparing to start my first day with Noosa and District Landcare Group. I was welcomed the following morning by a very warm and caring new work family. My first day started off with Steve Husband - Projects Manager at a revegetation project at Mimburi on the Mary River. Little did I know we would be swinging machetes in a field of Scotch thistle head high in 33C! .....Lucky I had some previous experience in the Northern Territory.

Thanks to all who have provided the support my family and I needed to settle in to a new job and community. It is greatly appreciated!

As the new Field Crew Manager this financial year I have been building a relationship with our current stakeholders but most importantly a rapport with the Supervisors, crew members and trainees within the conservation crew. A big thank you to all the crew!

I have been focusing on project management such as cost estimates for projects, contracts and tenders, scheduling staff with Sling (online software), writing operational plans and developing maps (a big thanks to Steve for sharing his GIS experience).

As part of a management team we have been working on new WHS systems and have recently implemented a Weed Hygiene Procedure as part of a review of our Vehicle inspections. The conservation crew have been working exceptionally hard particularly towards the end of the financial year having to juggle a number of new and old projects at the same time.

Some of our conservation projects for this year included;

### Noosa Council – Ecological Restoration Services

- 3 year contract delivering Bush Regeneration across 43 sites with various project officers from Noosa Council.
- Cats Claw Creeper Surveys – NDLG (Field Crew Manager)

doing surveys with Noosa Council Officer to identify new infestations and map areas of CCC and other weed species.

- Noosa Council – Swan Ave (Infrastructure Services) Erosion and Revegetation Project.
- Noosa Northshore Campground Restoration.

### Gympie Regional Council:

- Contract delivering weed control activities across the region with different project officers. The crew have been very busy controlling Cats Claw Creeper, Chinese Elm, Lantana.

### Hinterland Bushlinks (MRCCC):

- Control of both Madeira and Cats Claw Creeper vine on a stretch of the Mary River between Walli and Obi Obi Creek.

### BMRG – RAMSAR project

- Small funding to deliver infill planting on Eli Creek (Fraser Coast Region) within the Mary River Catchment and several sites in Six Mile Creek.

### Unitywater – Greening the Creek Program

- Community Planting Day 1500; conservation crew involved with site preparation and pre-digging holes for the community planting day.
- In total approximately 2700 have been planted with NDLG crew doing all the planting and controlling of weeds across the site. We have nearly completed our maintenance program too.

### Fraser Coast Regional Council – Revegetation offset project

- Revegetation offset across 0.5ha. NDLG planted approx 2000 plants

### **Brent Whitworth**

*Photo: Elie Creek Revegetation, Fraser Coast - March 2019*



## Nursery Manager's Report



2018/19 was a enjoyable year for our nursery, with over 99,723 propagated.

The plant numbers in the nursery fluctuate according to the demand from our customers and seasonal availability of seed. We have approximately 300 different species of local native plants available on average in our nursery. Although we are primarily a Native Tubestock Nursery, we are diversifying our product range by supplying a bigger range of advanced plants. We have also extended our presence into the digital realm, using Gumtree, Evergreen Connect, Google and Social media to increase our customer reach.

We currently have seventeen volunteers who give their time and energy in various different ways in the nursery. This year marks 20 years that Nancy Dittrich has been volunteering with us—what an amazing contribution! Thank you Nancy!

I would like to thank Jo Nicholls (Retail Nursery, Information and membership) for her hard work and enthusiasm in the nurseries.

I would like to extend a thank you to our 1st Start Trainees and also our Skilling Queenslanders for Work trainees. They get a diverse range of tasks in the nursery and out in the field, often the tasks can be complicated and sometimes monotonous. Their patience and attention to detail is appreciated.

I would like to send thanks out for the generous donations of seed we have received over the last year. Thank you Mandy and Moto for donating wallum and heath species. A huge thank you to Bruce and Jeanette Glasby for your donations of local and sometimes uncommon rainforest species.

In 2018 we revamped our irrigation systems to be more water efficient and effective. We changed our water delivery

layout and sprinkler heads, saving approximately 40% water use. Bow Schroder, one of our First Start Trainees helped design and implement the system.

In 2017/18 we finally resolved our license arrangements to be able to sell commercially our Noosa Council and Biosphere emblem 'Keys Boronia' (*Boronia keysii*). Demand for the plant has kept us on our toes!

We also attended our first Noosa Botanical Gardens Plant Fair. We were blown away with how interested the community were in our native plants. Thanks to Jill Brownlee from Friends of the Botanical Gardens for organising our attendance and to Noosa News \_\_\_\_\_ for raising awareness.

Thanks everyone for your continuing support. When we all work together, that is what makes a Community Nursery work so well!

**99,723**  
**tube stock**  
**produced**

### Ered Fox



Photo (top): Noosa Plant Fair Lake MacDonal—September 2018

Photo (bottom): *Boronia keysii*, (Key's Boronia), now in stock in our nursery for purchase.



# Skilling Queenslanders for Work Report

**SQW Supervisors: Allissa George July to December 2018; Liam Scanlan and Kali Siecker 2019**

**Co-ordination: Kim Maddison**

SQW is an abbreviation of Skilling Queenslanders for Work. NDLG has been partnering with Department of Employment, Small Business and Training for many years, to provide short-term employment and training opportunities under the Skilling Queenslanders for Work program – Work Skills Traineeships, and First Start Traineeships.

We work with Registered Training Organisations (RTO’s) to provide both accredited and on-the-job training, with support mechanisms in place to guide trainees into ongoing employment.

The SQW Program attracts a diverse range of abilities, skills, ages and interest levels. Many people find their passion working at NDLG or build upon existing areas of interest in the natural environment.

Trainees develop core skills, contribute to team building in the spirit of cooperation, establish a work routine, and learn a range of skills through the completion of on-the-job tasks and gain nationally accredited qualifications at a Certificate 1 or Certificate III in Conservation and Land Management or Business. Coupled with new training and licences, these skills can be applied immediately with a new employer. On-the-job tasks include site safety assessments, planting, brush cutting, sign erection, mowing, hand-weeding, herbicide application, seed collecting, native plant propagation, and nursery hygiene and maintenance.

**KPI’s exceeded in 18.19 FY:**

**Completion rates July to December 2018 : 100%**

**Employment rates July to December 2018: 84%**

**Completion rates January to June 2019: 100%**

**Employment rates January to June 2019: 89%**

With a project target KPI of 55%, this is well above average, and is testament to the positive and enabling culture at NDLG, encouraging all trainees to succeed in their personal and career paths.

SQW teams are pivotal in contributing to the successful outcomes of many projects and community events. They work as NDLG employees alongside many other organisations on public sites, to increase ecosystem resilience, support social engagement, create awareness of conservation and environmental issues, and value-add to project outcomes.

The program greatly value-adds to the management of Council reserves and State Management lands by Council and QPWS.

We would like to thank all the trainees and supervisors for their efforts, as well as Department of Employment, Small Business and Training - Derik Westra, Katrina Hunt, Suzanne Dingle; Axiom College – Gena Slingsby, Matt Simmonds, and Shani Wallace; Noosa Community Training Centre – Arthur Hartley, Amanda Attrill, Tarlya Behrendorff.

## Kim Maddison



*Photo (top)—SQFW Crew at Noosa North Shore—Weed Management and Revegetation Project  
Photo (above) - Team 1 2018 Brushcutting at Ringtail Forest, June 2018*



## Special Project — Keeping it in Kin Kin



*SOIL: vital on land for production; useless in water as nutrient loaded sediment.*

As you are all probably aware by now the Keeping It In Kin Kin (KIIKK) project is all about reducing the sediment load flowing into Lake Cootharaba. LiDAR analysis indicates that most of the sediment originates from the Kin Kin catchment.

This financial year there has seen nine additional property visits made with landholders interested in introducing changes in management. These include actions that will reduce the movement of sediment into waterways and improve the health of their soil. Property plans have been developed to identify and cost works that could take place with the aim to reduce soil erosion and 3 of these have been actioned this year. It is hoped as more on-ground actions are put in place, more landholders come on board with the project as more funding becomes available.

The KIIKK project funding allows for:

**SLOW** the water flow:

- The construction of leaky weirs to slow the flow of water in gullies where erosion has started, or better still before it becomes a problem
- Riparian protection and planting to increase the vegetation buffer along the creek
- Plan to reduce the number of creek crossing and repair those that are necessary

**SPREAD** the water out:

- Off point water sources for livestock to access which means that there is no need for them to enter the creek at all
- Fencing supplies to limit or control where livestock will go
- Cluster plantings within paddocks to create shade and assist with improvement of pasture soil

**SINK** the water back into the soil:

- Plants trees
- Improve soil with high microbial activity
- Increase pasture diversity
- Increase organic matter within the soil
- Maintain 100% cover

June of 2019 saw us gather with Steve Burgess to look at remediation of a small but significant gully head-cut alongside a dam. This small gully could become a real problem very quickly in the event of a significant rain event, potentially posing a threat to the dam wall. A dozen or so Kin Kin locals braved the winter chill and set about using straw bale, chicken wire, a couple of star pickets and wooden stakes, a little creativity and ingenuity and lots of laughter to create an unusual but quite successful leaky weir. The aim being to slow the flow of water and allow sediment to build up and vegetation to take over. For more details on this check out our web site under 'Projects' to see the compilation video. This same day saw us create a new stock crossing and great discussion around best practice concerning livestock behaviour, pasture species and pasture management. The big take home message was that outcomes can be achieved with minimal labour and materials and some ingenuity.



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*Photo, top: Gully Erosion Field Day, Keeping it in Kin Kin, June 2019.*

*Photo, bottom: University of the Sunshine Coast Field Trip—Keeping it in Kin Kin, Oct 2018.*

The KIIKK Implementation Plan is complete though still in draft form. I feel that it will always be a document that is never completely finalised; as we progress through the project things change and ideas flow, improvements are made and plans adapted. It is a dynamic plan for a dynamic project. However there must be a starting point and if you wish to read a copy of this lengthy document please let me know.

On completion of Cats Claw Creeper (*Dolichandra unguis-cati*) and Madeira vine (*Anredera cordifolia*) surveys within the Kin Kin catchment, five Priority 1 treatment sites were detected. Over the past 12 months these isolated infestation sites were treated accordingly and sites were assessed as to whether the weed is under control or needing further treatment. Three of the five sites are under control and are being monitored for further regrowth and the remaining two will need further treatment. As funding becomes available, further works will be carried out on these sites. In the process of property assessment I am always on the lookout for these two particular demon species, and where it has been detected it becomes part of the management plan to treat infestations.

May 2019 saw the installation of three event monitoring single samplers put in place throughout the catchment. We have placed one at the confluence of Kin Kin Creek and Kinmond Creek, Wahpunga Park and the final one on the Kin Kin Creek near the township. These event monitoring samplers will capture turbidity and water level, and in one case will also record in real time the physical parameters of what occurs in an event. Each site also has a motion sensor camera that will give us more information of what occurs during a rain event. This has been done with the help of the University of Queensland's Al Grinham and Nathaniel Deering; and, Healthy Land & Water. Thanks also goes to the landholders who gave their permission and are happy to retrieve the samplers when they can. If only we had a rain event to report on!

In October 2018, we had a great field day out to Kin Kin with 40 University of the Sunshine Coast second year students studying Soil Properties, Processes and Rehabilitation, with Dr Peter Davies. Kin Kin is the perfect site for hands on activity on how soil movement is influenced by land management and what practices could be put in place to prevent that. One of our former Green Army trainees who had helped plant some of the sites on the property we were visiting, was part of the USC class group. We are very proud to know that our trainee program is enabling people to enter into the further world of environmental research and science information.

Work on the web site tab commenced in the 18/19 financial year and will be an ongoing part of the project; with information regarding the KIIKK project available to all with regular updates of works in the pipeline and relevant agriculture information. Please go to the NDLG web site and click on 'Keeping It In Kin Kin' in the drop down menu under the Projects tab.

A lot has been achieved in Kin Kin over the past year with much more still to do. Many more gullies to plug, deep rooted trees to plant on hillslopes, kilometers of creek line to protect and many more creek crossings to improve. If you have any queries about this project, or you feel you would like to step towards better soil health and cleaner water please do not hesitate to call me.

I would like to take this opportunity to acknowledge our funding bodies and partners that allow this project to continue: Noosa Biosphere, Thomas Foundation, Noosa Council, Healthy Land & Water, Kin Kin Community Group, NICA, Country Noosa, and Noosa Parks Association.

In particular I would like to thank all the landholders for their participation in activities throughout the year. Attendance at information workshops and involvement of works on property will hopefully reap benefits in the year to come.

Until next time: SLOW IT - SPREAD IT - SINK IT! And see you at the creek.

### Rae O'Flynn



Photo: Gully Erosion Field Day, Keeping it in Kin Kin, June 2019.



## Special Project —Lake MacDonald Source Water Protection Program



Seqwater is responsible for the operation of key water supply and recreational assets within the South East Queensland Region. However, South East Queensland's water supply is sourced from large open catchments of which the majority of the land is not owned or managed by Seqwater. Subsequently, it is

vital to work in partnership with neighboring landholders and the broader community in order to deliver a safe and cost effective water supply.

It has been an exciting year while Noosa Landcare, in partnership with Seqwater, established the three year Water Supply Catchment Protection Program to help minimise and manage drinking water quality risks, such as sediments, nutrients and pathogens, in the Lake Macdonald Catchment.

The program brings landholders and local experts together to share knowledge and find ways to prevent sediment, nutrients and pathogens, such as livestock faeces, from entering the lake. It also provides landholders labour and financial support in implementing a variety of water quality improvement strategies on their property, including waterway fencing and planting, the installation of water troughs for livestock, erosion repair and targeted weed control.

During Year 1 of the program, Noosa Landcare and Seqwater helped implement a range of land management strategies to improve water quality on 5 properties in the Lake Macdonald Catchment. One of the highlights has been working with the Cooroy Golf Club, rehabilitating Schools Creek and Ferrells Creek that run through the course. Together with help from Cooroy Golf Course Club members, 2050 Lomandra's were planted along the two creeks to help stabilize the creek's banks and filter and slow down surface run-off from the

course. Mulching off the plantings was undertaken to reduce the use of chemicals along the waterway and support the growth of the plants. The plantings are coming along great, not only in serving as an important function for the course waterways but increasing the ascetics of the golf course. Making a round of golf a natural delight.

During the project year, the club members also installed rock and planted out a drainage line that runs from the course into Ferrells Creek, with the aim to slow down surface run-off and reduce erosion along the creek's bank at the confluence of the drainage line to the creek. The rock and mulch for the planting was kindly donated by a Cooroy Golf Course member. It was fantastic to see the club so enthusiastic about the project and we are very grateful for all the hard work the volunteers put into the project. A massive thank you to Todd McNamee and Dave Lyons from the Cooroy Golf Club for helping with design, coordination and execution of the project.

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*Photo, top: Waterway fencing and rehabilitation in Lake MacDonald Catchment—June 2019  
Photo Below—NDLG Crew with Cooroy Gold Club Green Staff—February 2019*



On private properties, the program installed over a half a kilometer of waterway fencing to restrict cattle and horse access to waterways and wetlands, installed water troughs to provide livestock an alternative water source to the properties creek or dams and revegetated along these waterways and dams to improve the stability and filtering function of these water sources that flow into the lake. I would like to thank all the landholders for their participation in activities throughout the year and all their contributions to each of the projects.

The program hosted a number of workshops for the community and landholders of Lake Macdonald. The first workshop touched on what it's like living in a water supply catchment and how we can help protect and enhance the quality of our drinking water. We had guest speaker Tim Odgers from Seqwater chat about water treatment and source water protection, Healthy Land and Water's Susie Chapman explain the influence of water quality to human health and our environment and Brian Stockwell from Watershed Australia highlighted the impact of land use to waterways and water quality.

The second workshop focused on sustainable land management with guest speakers Dick Barnes (Grazier and Treasurer of Country Noosa), Tim Scott (owner of Bos Rural Kandanga) and Steve Burgess (Wurraglen Farm). The speakers discussed different land management practices and strategies for waterway health and highlighted new technology that can support your grazing enterprise and the management of your property. Both workshops generated some fascinating discussions amongst the audience that attended.

Noosa Landcare is now moving onto the second year of the program with 5 properties starting projects focusing on waterway plantings, stock management and erosion control. Another exciting community partnership has been made with Noosa District High School. Noosa Landcare and Seqwater will be working with the Agriculture Department on pasture management, waterway fencing and planting and erosion control. This will be a great learning opportunity for the

students, with the project complementing some of the topics in the school's curriculum and certification courses for senior students.

If you are interested in learning more about the program, looking for resources to support your property management or would like to get involved in the Lake Macdonald program please visit the program webpage on Noosa Landcare's website - <https://noosalandcare.org/projects/water-supply-catchment/>.

**Ilana Kelly**



*Photo, top: Community Workshop— April 2018.  
Photo Middle: Cooroy Golf Club members planting day—March 2019  
Photo below: Cooroy Fusion Festival Stall—May 2019*





# Special Project—Noosa Koala Habitat Restoration Project

The 2018/19 Financial Year saw the start of the biggest environmental initiative in the Shire’s history, in the signing of a historic agreement signed for the purchase of the forestry lease over Yurol and Ringtail State Forests.

The 2,400ha area will be converted over to National Park in the coming years.

Many years of discussions, fundraising by Noosa Parks Association volunteers and significant effort by both Noosa Council and State Government Officials has enabled this project to occur, and we here at Noosa Landcare are most grateful it has.

Working directly off the back of the amazing agreement, in partnership with the Queensland Koala Crusaders, Noosa & District Landcare received an amazing grant from The Body Shop World Biobridge Program to undertake the first stages of ex-plantation land revegetation.

The grant was doubled by the incredible staff at The Body Shop stores around Australia along with The Body Shop At Home consultants in the sale of a limited edition Koala Head Towel and Head band. A total of \$160,000 was raised. The funds will enable Noosa Landcare to remove pine-willdings and undertake revegetation of canopy native species on over 60 hectares of land in the 2019/20 Financial Year.

Peppers Noosa Resort and Villas have also come on board raising over \$35,000 (and rising) for the project through the Trees for Tourism initiative. This will enable an additional 14ha of land to be rehabilitated.

Legal access to part of the ex-forestry area was granted to Noosa Landcare in May 2019 and the project was kicked off by the biggest community tree planting event seen in recent

years in the area on the 22nd June 2019, with over 130 members of the community attending.

A short slideshow of the day is available here: <https://www.youtube.com/watch?v=vQ-GdwhiX2Y>

**Rachel Lyons**



*Photo (top)—Noosa Landcare Staff at the Community Planting Day, June 2019*

*Photo (below) - Representatives from Queensland Koala Crusaders and Noosa Landcare at the Community Planting Day*

*Photo (below) - Representatives from HPQ, DAF, QPWS and NDLG at the Community Planting Day*



**THE BODY SHOP.**

**PEPPERS**

**NOOSA RESORT & VILLAS**  
SUNSHINE COAST



**NOOSA KOALA HABITAT REHABILITATION PROJECT**

50% OF SALE PRICE GOES TOWARD THE NOOSA KOALA HABITAT REHABILITATION PROJECT

**THE BODY SHOP.**



Photo (top)—NDLG Crews undertaking revegetation, June 2019

Photo (middle) - Drone shot of Stage 1 planting area.

Photo (bottom) - Koala Headband from The Body Shop which raised funds for the project.

Photos (remainder) - Community Tree Planting attendees, June 2019

# What services do we offer?

Unlike many traditional landcare groups, Noosa & District Landcare Group's business model has evolved so that we can provide a range of fee-for-service, professional services and deliver projects that support our community engagement and investment. This means you can be sure your dollar is not only getting the vital work done, but is educating a new generation of landcarers at the same time.

## Native Plants of the Noosa Region

Our wholesale and retail nurseries cater for small gardens and large-scale revegetation projects.

- Supply of native tubestock
- Over 300 species
- Endemic seed collection
- Volunteering

## Contract Services

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

- Weed control and management
- Bushland and riparian revegetation
- Carbon and vegetation offsets

## Consultancy

Our native vegetation specialists offer advice on property NRM asset management.

- Fauna and flora surveys
- Landholder advisory service
- Property management plans
- Ecological restoration plans
- Pest management plans
- Environmental planning

## Education & Training

We offer both accredited and non-accredited courses and traineeships, and support schools, pre-schools and universities with environmental learning.

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

## Project Co-ordination

Our staff are experienced and qualified in proposal preparation, stakeholder consultation and project administration.

- Applied research
- Community liaison
- Grant applications and tenders
- Multi-stakeholder projects
- Large-scale bids



Our land and water 'care' services are supported by a phenomenal assortment of experience, talent and qualifications across 42 employees and at least 30+ volunteers, totalling 100s of years collective experience in this sector. Our services are available to international and national corporations, local councils, landholders, members, businesses, regional bodies, state agencies and federal governments.



**PO Box 278, Pomona Qld 4568**

**Tel: 07 5485 2468**

**admin@noosalandcare.org**

**www.noosalandcare.org**

**ABN: 73 315 096 794**

*Photo: Staff Photo 2018*