



2019-20 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.





Contents

Our Aims	2
Chairman’s Report	3
Treasurer’s Report	4
Management Committee	5
Organisational Chart	6
Who Are Our Partners?	7
A Glimpse in Pictures	8
General Manager’s Report	9
Business Development Manager’s Report	11
Strategic Plan—2017/18 KPI Performance	13
Administration Manager’s Report	14
Nursery Manager’s Report	16
Project Reports	17
What Services Do We Offer?	27

Cover: Noosa Koala Habitat Rehabilitation Project—Community Planting Day Feb 2020
Inside cover: Top—Lawrie and Kane (Pic—Rob Maccoll), Bottom—Lawrie, Lee, Kane and Dallas—Kabi Kabi Trainees.
Above: North Shore Campground Revegetation Oct 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

Photo: Mary Valley Work Site—June 2020



Chairperson's Report

Firstly, a huge thank you for the NDLG team. What a year! I feel proud to have watched how everyone owned the problem, performed as a team and were magnificent. Not only did NDLG weather the COVID storm, they pulled together and prospered.

I wish to thank our outgoing Chair, Luke Barrowcliffe. Luke has been part of the Noosa Landcare family for over a decade. In the past seven years he was a member and, finally, Chair of the Management Committee. In that time NDLG has grown significantly. We thank Luke for his commitment, leadership and community involvement.

NDLG has much to be proud of at the close of 2020. The organisation is a prosperous enterprise, employing over fifty people, and the second largest employer in Pomona. On top of that, a further twenty workers came through the Skilling Queensland for Work program and thirty people work as volunteers. I was privileged to share a celebratory pizza lunch with some of these workers and the enthusiasm for their experience at NDLG was palpable. Around six indigenous people came through the program and, with them, a caring for country that we can all share. The community support is also increasing. Membership now sits at around four hundred and, significantly, sixty people became gold members.

Rachel Lyons will document an incredibly long list of significant grants. The grants are not just about keeping NDLG financed, important as that is, but more importantly the grants are about our community, enhancing and protecting our environment, cleaner water, healthy ecosystems and contributing to the climate change fight.

The nursery is critical in supplying native plants to support the projects. It is extremely well managed and able to keep up

with supplies needed for the projects. We are increasingly looking at ways to expand the sale of native plants to the general public. The newly renovated and expanded Hinter Hub in Pomona will certainly help to achieve that aim.

Anyone visiting Pomona will notice that the town is bursting with a new energy and NDLG are certainly contributing. Apart, from a significant contribution to employment and the redevelopment of the Hinter Hub, NDLG are very much involved in the Trails Network which extends around Pomona, including an upgrade of the trail from Pomona to Cooran and a new trail around the base of Mt. Cooroora. The Pomona and District Chamber of Commerce has been formed and Phil Moran is the interim Chair.

Building relationships cannot be overlooked as an essential strategy in maintaining NDLG's stance in the broader community. Phil, Rachel, Kim and the rest of the team are certainly good at that. We have seen the newly elected Mayor, councillors and the newly re-elected State member here. The list of representations made by Phil, Rachel and the others to community groups, business, educational institutions, government etc is quite staggering. NDLG is successful because the organisation is active in the community, participating, educating and enhancing the natural environment.

On behalf of the management committee I would like to thank the extremely hard working team, all our supporters and members of the community. Together we are contributing to a better environment.

Kim Barnes
Chairperson

Photo: Pine Wildling Control in Ringtail State Forest - September 2019



Treasurer's Report



THE GOING IN POSITION FOR FISCAL 2020

On the surface of the accounts, NDLG had a very successful previous year in 2018/19. Income grew, expenses dropped year over year, a large profit of

\$221,400 was declared and net equity went over \$1 million for the first time since 2014.

However, in reality, we had been given a wonderful property donation in the form of "Jane's Place". This has been 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 had proved to be a year where it was 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. Of course, the improvement in our assets is a fact. Our net equity provides an excellent "reserve" against any future difficulties and a suitable fund for any investments deemed necessary.

PLANNED IMPROVEMENTS

The team of NDLG had been very aware of these underlying issues and formulated a plan to repair the situation in 2019/20:

- Tighten workload and resource planning to deliver the labor days.
- Finish planned work on time to take advantage of the

new projects that inevitably come up towards the year end

- Tighten the cost structure but resource to meet the forecast.
- Supplement the management/supervisor resource for speedy reaction to issues.

2020 RESULTS

It is very pleasing that all these points have been actioned in 19/20 to great effect and you will see below a magnificent performance and reversal of trends in 2019/20.

There has been a significant growth giving an operation of \$2.6 million in turnover, a return to profit and increasing net equity.

My congratulations to the whole NDLG team.

AUDIT

We are pleased to say that our accounts have, once again, been given a clean bill of health by our Auditor.

Congratulations for keeping control in very changing times.

The overall audited financials are shown below in \$'000s:-

Dick Barnes

Treasurer

Item	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18	2018/19	2019/20
Income	1,396.5	1,397.5	1,342.9	1,502.0	1,643.8	1,939.9	2,118.0	2,602.6
Expenses	1,398.6	1,408.5	1,441.5	1,556.7	1,704.1	1,947.4	1,889.2	2,523.5
Net Income	-2.1	-10.9	-98.6	-54.7	-60.3	-7.5	221.4	79.1
Net Equity	1017.9	1006.9	908.4	853.7	793.4	786.0	1,007.5	1,087.4

Photo: Noosa Landcare Committee members with Sandy Bolton— 18/19 AGM - November 2019



Management Committee

Chairman (to March 2020)
Luke Barrowcliffe



BComms
Butchulla man (Traditional custodian of K'gari (Fraser Island) and adjacent mainland)
Owns 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 / Chairperson From March 2020

Dr Kim Barnes



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

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
Owns Burravingee Nature Refuge

2,759
Facebook Likes

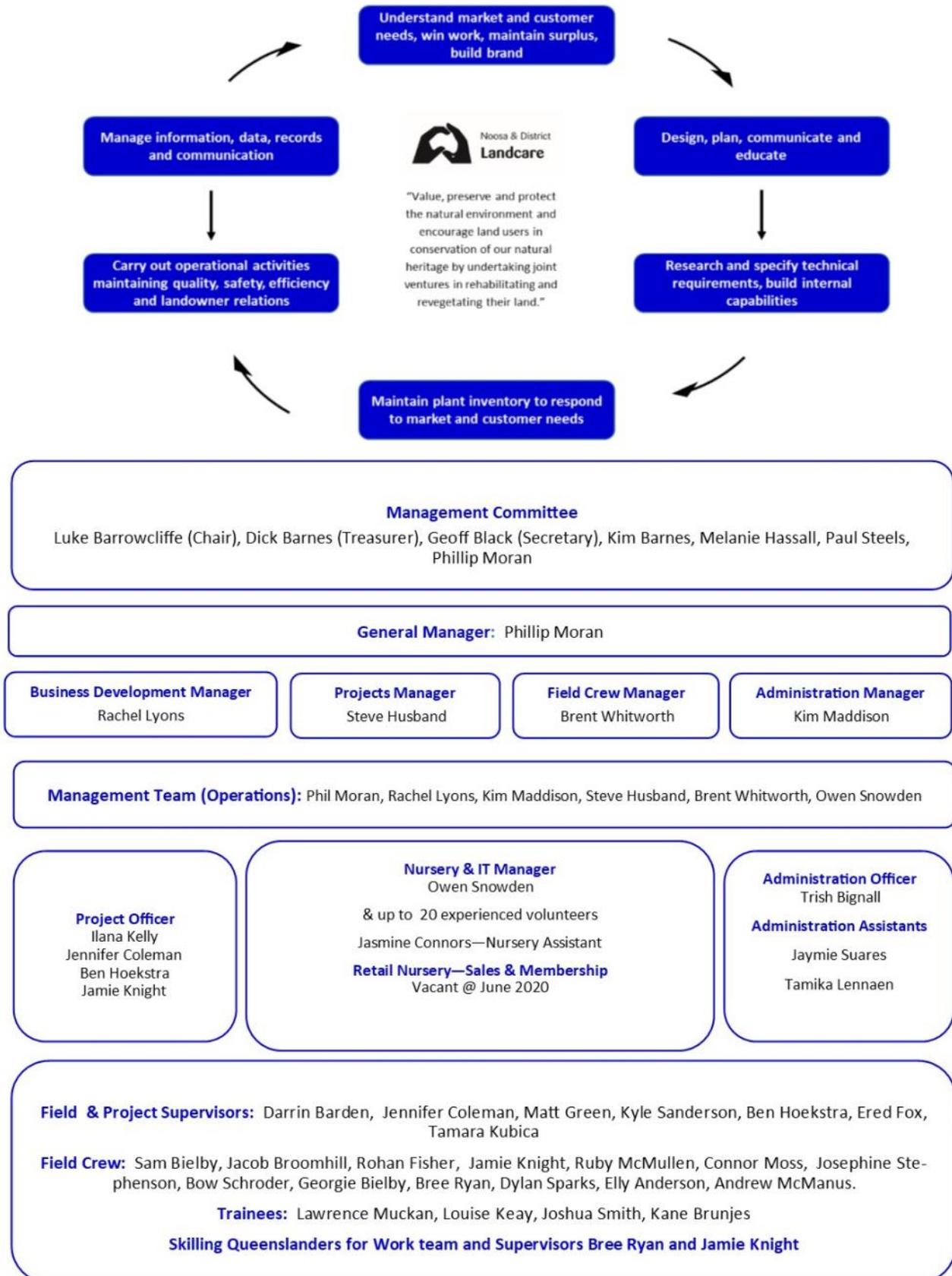
1,034
E-news
Subscribers

As @ June 20

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

Organisational Chart— @ June 2020

Organisational Chart



Who were our partners in 2019-20?

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
- Black Star Coffee
- Cooroy Fusion Festival
- Commonwealth Dept of Social Services
- 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
- Greenfleet
- Gympie Regional Council
- Healthy Land & Water
- Hinterland Bush Links
- HQ Plantations
- King of the Mountain Festival
- Kabi Kabi First Nations People
- Mary River Catchment Coordinating Committee
- National Landcare Network
- Noosa Biosphere Reserve Foundation
- Noosa District State High School
- Noosa Eat and Drink Festival
- Noosa Integrated Catchment Association
- Noosa Ironman Multisports Event
- Noosa Parks Association
- Noosa Shire Council
- Peppers Noosa Resort & Villas
- Peregian Beach Community Association
- Pomona & District Community House
- Qld Department of Agriculture & Fisheries
- Qld Koala Crusaders Inc
- Qld Parks & Wildlife
- Queensland University of Technology
- 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
- 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

A glimpse in pictures of 2019/20



Bush Band—Photo Challenge May 2020



All ladies Crew—Doonan— April 2020



Landcare Linkup Workshop on Ticks - September 2019



Ringtail Planting Crew—
Photo Challenge May
2020

4,020
Volunteers hours *
(\$160,800)

* Valued @ \$40 /hr

183,974
tube stock
produced



Winners of the King of the Mountain 'Tug of War' Competition July 2019



General Manager's Report



The Financial year 2019 -2020 has been interesting...

The year started out on a high with a presentation by Tim Lowe, author of 'Where song began', 'Wild food plants of Australia' and 'Feral future' to name just a

few. This talk was followed by Noosa Council's Craig Doolan talking about Lord Howe Island and 'Conservation's with Dr John Stocker'. John is a classic under achiever...medically trained Doctor, ex Chair & CEO of the CSIRO and previously Australia's Chief Scientist to shorten his CV. These two presentations were packed, informative and the questions from our attendees varied and interesting. A series of great speakers and topics followed throughout the year. What a great initiative is the "Noosa Landcare Linkup" series? Little did we know that this format would be curtailed in the near future.

Noosa & District Landcare Group's [NDLG] involvement in our broad community continued throughout the period with engagements on many levels. Some of these included:-

- University of Sunshine Coast Open Day
- Participating in the Sustainable Tourism Reference Group
- Chaired the Noosa Community Environment forum
- Cooroy Chamber of Commerce Hinterland open day at Cooroy Hall
- Partnership with Country Noosa event in Cooroy Memorial Hall
- Opening of Plein air art at Gallery in Noosa
- Talks to Tewantin/Noosa Garden clubs
- Secretary of SEQ Catchments Members Association – part owner of Healthy Land & Water
- Burnett Mary board member for Queensland Water and

Land Carers – QWalC – the peak body for NRM in Queensland

Our core belief in education and awareness of environmental issues is embedded in everything we do. There have also been field days for students at Noosa District High School [NDHS] biology students and talks at the Cooroy Campus, and on ground works at the NDHS property 'Mimburi" on the Mary river. NDLG also hosted a field day for University of Sunshine Coast students with their lecturer [and presenter for Landcare linkup – a Quid pro quo! Peter Davies.] We then attended the presentation of their projects at the University where we point out issues or add comments to help the students. I personally find this very rewarding – to engage with the emerging custodians of our land.

Accredited education and on-the-job training is provided via our participation in the State governments First Start Trainee program and the Skilling Queenslanders for Work program. These traineeships provide practical immersion in natural resource management with a view to gaining meaningful employment in the sector. Noosa Landcare has a great track record of trainees gaining jobs (80 – 90%) – often within our organisation! We also have a unique partnership with the State Department of Main Roads employing Kabi Kabi First Nations trainees to undertake a Certificate 3 in Conservation & Land Management and work alongside our experienced field-crews and nursery managers, to gain on-the-job experience.

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Photo (top) : Noosa Ironman Trees for Tourism Launch

Photo (below): National Landcare Conference Field Trip Visit to NDLG—October 2018



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Our involvement with the Richmond Birdwing Conservation Network provides great interest, not only in this vulnerable and stunning butterfly, but associated environmental issues. NDLG advised Maroochy Botanical gardens volunteers on the best location for their new Butterfly walk featuring the host plant for the Birdwing [*Pararistolochia praevenosa*]. We also did a talk at the new Baringa Community Centre on propagation of *Pararistolochia praevenosa*, and at Cubberla-Witton Catchments Network in Brisbane.

NDLG delivered a series on 'Turning farm dams into wetland habitat' for the Mooloolah River Water watch and Landcare group, which was oversubscribed, and another has been pre-booked for whenever we can have a gathering again! We even had a visit by the Fijian Forestry Service to our Futures Centre nursery in September.

On a local level our relationship with Seqwater grows. You will read of the good work being done by Ilana Kelly on the Source Protection project, and NDLG is also part of the Seqwater Dam Improvement Program Community Reference Group. This group is providing feedback to Seqwater on the dam upgrade planned for Lake Macdonald in 2021. Lake Macdonald was first built in 1963, and was raised by 4 metres in 1980. Noosa Landcare will be sharing information on the progress of this large project in the New Year.

NLDG continues to work closely with its valued partners on many fronts. Leading the projects are a number of qualified employees filling the dual role of Project Officer/Field Supervisor. You will hear a little from each of them on later on in this report regarding their projects and collaborations.

The Covid 19 issue early in 2020 necessitated a huge effort from all staff to adjust and manage our operations. I was

largely absent in this period and want to thank all our people for working together to not only survive, but to thrive and actually increase staff levels during this period. It was a team effort, however I would particularly like to thank Rachel Lyons and Kim Maddison for their expertise, and patience in managing the organisation and considerable growth, during this time. My thanks to our volunteer management committee, to previous Chair Luke Barrowcliffe, current Chair Dr Kim Barnes, Treasurer Dick Barnes, Secretary Geoff Black and also Melanie Hassel & Paul Steels.

My thanks also to our wonderful volunteers – we missed you during Covid, and so pleased to see you back. Also to our growing and vibrant membership – thank you.

To the Administration team – NDLG would stop without the quiet, often un-noticed work being done behind the scenes. It is certainly appreciated by me!

To our Conservation services crew – the guys and gals who do the hard work- thank you. I have been at NDLG for a long time, and you guys are the best group I have seen in my time – thank you.

To the strange but talented Nursery mob – a great job – another group of quiet achievers whose work is necessary and specialised; cannot wait until the new "Hinter Hub" is open to showcase your new plant lines.

Phillip Moran

Photo, top: Yurol Ringtail Revegetation Project Feb 2020.



Business Development Manager's Report



Well.....that was an interesting year with the natural environment very much letting us know who is boss.

The first half of the financial year had us see some atrocious climate change-fueled environmental conditions. Hot and dry fire weather that saw several of our beautiful local natural areas very badly burnt, with many species of wildlife significantly effected. Our partnership with Hancock Queensland Plantations had Noosa Landcare staff helping not only with extensive fire monitoring but also firefighting.

The dry weather delayed several of our planting projects and our schedules were affected by the need to react quickly to provide fire trained staff to help manage fires throughout the region, including right out to fires in Esk.

2019/20 very much was the year for partnerships. The fires across the eastern seaboard reignited the need for everyone to help with our climate crisis and we both enhanced and developed new partnerships in our Trees for Tourism program as well as a new partnership with Black Star Coffee in the 'Coffee for Trees' program. It's great to see business step up and contribute.

Along came March 2020 and Covid-19. WH&S systems required reviewing quickly, new policies and procedures introduced overnight and staff management changed as well. Not knowing if we would be opening our doors from one day to the next, and managing staff concerns during this time was challenging. Lots of scenario planning on the run!

However, fortunately for us and our workforce we were able to continue our operations, with the exception of our shop-front in the main street. In fact we became busier than ever.

In addition to undertaking more than 162 discreet on-ground weed and revegetation type jobs, during 2019/20, Noosa Landcare continued to expand our contracting services crew and nursery operations.

Major Achievements:

- 162 on-ground jobs undertaken
- > 255 ha of targeted weed control undertaken by our crews
- > 138 ha of revegetation undertaken
- Continued valued partnerships with our local major land managers – Noosa Council, Gympie Council, Seqwater, Hancock Plantations Queensland, Queensland Parks and Wildlife, Department of Transport and Main Roads, The Kabi Kabi First Nations People, Unity Water, and BMRG.
- New valued partnerships with Tourism Noosa, Noosa Ironman Multisports Event, Noosa Eat and Drink Festival, Black Star Coffee, Queensland University of Technology, Sunshine Coast Regional Council and Greenfleet.
- Continued highly attended workshops and field days, when we were able to conduct them pre-Covid 19 – 19 workshops and community events held and over 700 people attending.

On the grant submission front, it was a slower year for relevant available grants and all were consequently heavily subscribed. Regardless, we had good results for tenders and grants submitted, even though we went for a few that we knew had low probability of success. You have to be in it to win it as they say. The following statistics relate:

- Total Bids / Pitches Submitted – 18
- Total Bids / Pitches Successful – 12
- Pending Applications – 1
- Tenders Withdrawn / Grant Program Cancelled - 2
- Success Rate – 66%
- Total NEW Grant and Tender Funds Approved 19/20 – \$2,368,195 (Gst excl) + Panel allocations

Photo, top: Second community tree plant for the Koala Habitat Restoration Project—Feb 2020.

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We continued our ground-breaking capacity building project in partnership with the Kabi Kabi First Nations People and the Queensland Department of Main Roads. We successfully recruited 4 Kabi Kabi specified Cert III trainees in Conservation & Land Management. The appointment of Lawrence Muckan in June 2019 was followed on by Lee Muckan in July 2019 and Kane Brunjes and Dallas Irons in January 2020. NDLG is grateful for the opportunity to host these positions and looks forward to a continued long-term successful partnership with the Kabi Kabi First Nations People.

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

Several exciting new projects were initiated this last year, the fruits of which will be seen in the 2020/2021 year and beyond. These include:

- Furthering investment into the large scale revegetation project of Yurol and Ringtail State Forests
- A major private land restoration project in the Lower Kin Kin Catchment in partnership with Queensland Trust for Nature and Greenfleet
- Major Mary River Riverbank protection works with the Mary River Catchment Coordinating Committee and the Burnett Mary Regional Group
- The redevelopment of our resource centre to the new HinterHub centre as a result of the opportunity of closing it down during the peak of Covid restrictions.

Thanks to a huge amount of groundwork and amazing community partnerships, we head into the 2020/21 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 Left: Sales from the production gate during Covid
 Photo, middle: Kabi Kabi First Nation Trainee's—Lawrence Muckan (Left) and Kane Brunjes
 Photo, bottom: Cooroibah Fire damage—Nov 2019*

NDLG Strategic Plan—KPI Performance 19/20

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 2019/20 FY.

Goal	KPI	Annual Targets			
		Target (18/19FY)	Achieved (18/19FY)	Target (19/20FY)	Achieved (19/20FY)
ENVIRONMENTAL STEWARDSHIP: 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	225 sites	159 sites	247sites	162 sites
	To directly revegetate >150 hectares by 2020	40 ha	21.16 ha	44 ha	138.5ha
	To directly manage 1300 hectares of weeds to assist natural regeneration by 2020	350 ha	132 ha	386 ha	255 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 with major land managers	7 active partnerships (QPWS, NC, GRC, SEQW, SCRC, HPQ, TMR)	5 active partnerships with major land managers	9 active partnerships (QPWS, NC, GRC, SEQW, SCRC, HPQ, TMR, SCRC, TN)
PROMOTING LEARNING: 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}	12 Workshops	16 Workshops 570+ people attended	12 Workshops	19 Workshops 700+ people attended
	To undertake 6 school visits / activities per year {Surrogate indicator}	6 School / University Visits	12 School / University Visits	6 School / University Visits	18 School / University Visits
	To achieve 30 landholder advisory/ consultation visits per year to undertake assessments, project design and property planning. {Surrogate indicator} * Not including direct project extension property visits	30* landholder advisory / consultation visits	41* landholder advisory / consultation visits	30* landholder advisory / consultation visits	42* landholder advisory / consultation 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 (e.g. QWALC) to retain NDLG's relevance and contribution to regional planning, events and activities. (15 per year).	15 events / committees	29 events / committees	15 events / committees	25 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 Maintained	7 Priority Programs in operation	5 Priority Programs Maintained	7 Priority Programs in operation



Administration Manager's Report



We thought we had a full schedule before March 2020, and then our lives were changed by Covid 19! I must preface the ongoing report with how fortunate we have been here in Queensland compared to many other areas of Australia and the world.

Like most organisations at the start of Covid, we were kept busy creating new policy content and implementing new safety conditions on a day-by-day basis, as we received updated information in our inbox each morning or via social media.

In addition, quite a number of our jobs had been postponed earlier in the year – some due to weather (too dry or too wet), some delayed due to approvals, and then others just kept rolling in unexpectedly at an unprecedented rate. And all to be completed by 30th June! Arriving in the last quarter of a financial year Covid certainly added a new dimension to problem-solving whilst accommodating safety restrictions and many personal safety concerns.

With a mix of personnel working from home and others on leave, we realized quite quickly that less people in the office combined with the need to complete this work in a short timeframe, left a potential gap in client communication, work scheduling, delivery and reporting.

At this time, the Landcare family really stepped-up to take on additional workloads and responsibility and the team as a whole shuffled closer to protect each other and deliver outcomes. Many became quite adaptive and adaptable in keeping NDLG afloat in such uncertain times. While this worked well for a short period we realized that it was not sustainable and some workers would burn out quickly.

What to do?

What we really needed was to spread the load of project management across more persons and reduce the bottle-neck effect of trying to funnel too many jobs through too few people.

And so, the dual role of Project Officer/Field Supervisor was

introduced. This brought forward a number of already qualified field personnel from our existing pool of employees.

Into the office they were welcomed to take on works for specific clients, projects, or locale. They focused on getting their heads around the jobs, scheduling labour, and understanding the tracking and reporting systems we have in place.

I am pleased to say this is still working well, and the results of this 'needs must exercise' have been amazing. I provide the following observations and benefits:

- Reduced burn-out for existing project officers – the load has been dispersed
- Provided back-fill roles for when someone is on leave thereby reducing risk to person and project
- Increased scheduling capacity was achieved through implementation of safety measures, and a few tweaks to the way workers start on site which freed up equipment resources, and we doubled visitation on site from 12 persons a day to a *staggering* 24 workers on sites most days for over 3 months.
- Provided transparent career pathways and succession lines – professional environmentalists can now see there is a future for their careers with NDLG
- Improved communication leading to reduced scheduling bottlenecks, and effective job forecasting

Of course where there is an increase in activity in the business, the extra work ultimately created, is supported by a solid Admin team who have borne the brunt of the corresponding increase in numbers of jobs and employees.

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



The most impacted areas for Admin have been:

- HR and Payroll – increase in employees to over 50 per pay run – Employment Agreements, Job Advertisement, increased employee communication, processing of data
- Personnel inductions and Compliance monitoring (WHS and Certification/Qualification)
- Client and Job Tracking – greater number of jobs resulting in new estimates for work, more labour allocations, increased communications and interventions to keep jobs on track
- Projects and Contracts Monitoring – making sure increased number of jobs and contracts are being completed on time and within budget
- Financial – additional purchasing, increased complexity in financial monitoring and tracking, many many more invoices to issue; forecasting data and cross-checking/ reporting more regularly

In the Admin Team we welcomed two new trainees in the 19.20 FYR – Tamika Lennaen, and Vicki Cartright – after a wee bit of training they pretty much took over responsibility for the

reception area at the RFC while assisting at the retail outlet and have been a full support system for everyone in the office here.

Jaymie Suares is now the Officer for the Membership Database, Payroll, and personnel/certification compliance, as well as the point of contact for registration of events and workshops.

Trish Bignall oversees accounts payable, manages several complex spreadsheets for tracking finance and projects, assists with training admin workers, and back-fills when I am on leave.

I'd like to offer them my thanks for their reliability, phenomenal work ethic, support and friendship over these past 12 months.

My role is to contribute to and support the broad ranging functions of the administration of NDLG, including HR, accounts receivable, assist with operations management, co-ordinate training programs, and liaise with the Management Committee on financial issues.

Kim Maddison

*Photo (top): Covid-19 Masks a plenty with the Admin Team
Photo (below): SQFW Team at Peregian Beach May 2020*



3,000+
visits to the
Resource
Centre



Nursery Manager's Report



2019/2020—A year of many unknowns.

Late 2019 I took over as Nursery Manager amidst a total rework of Noosa & District Landcare's IT system where I was upgrading the domain, trees and forests of our hierarchical structure (yes there are trees and forests in IT). Luckily both hold similar characteristics, and I was able to deploy a similar outlook into the nursery.

With the Production Nursery in full swing in the new year, we were at full capacity when Covid-19 started making an impact.

Fortunately for us, safe working distance was easy to achieve in the Production Nursery for staff, however we did feel it necessary to suspend our volunteer program for a few short months. Luckily for all, our volunteers gradually returned as restrictions eased.

We did also need to close our retail outlet due to Covid 19 mid-March. We did however take the opportunity to undertake a full refurbishment of the centre from top to toe and this was happening through to the end of the financial year and beyond.

To continue catering for customer sales, we jumped to online and phone orders with pick-up straight from our Production Nursery. This was while we continued the busy task of still providing plants for internal projects, wholesale orders and Council. Jasmine Connors has helped immensely with this by being the face of sales during this time and listening as well as providing advice to customers.

One positive thing from the Covid-19 lockdowns and restrictions, is that people have discovered or re-discovered their green thumbs, especially for local natives and bush tucker. This resulted in the busiest period we have had in the

production nursery on record, peaking at 25,250 units sold during March 2020. In total we sold 183,974 plants, averaging 14,000 a month.

With the added demand on the nursery, and nursery space at a premium, creativity and efficiency in our production lines was required. Using upgraded methods, this has resulted in 128 extra seedling trays being sown with a faster and more robust plant produced. We have also added some new popular species to our collection, such as *Chrysocephalum apiculatum* (Yellow Buttons), *Hypericum gramineum* (Small St John's Wort), *Mentha satureioides* (Creeping Mint), and many more on the way.

I would like to say a massive thank you to all our volunteers for sticking in there with us this year with all the time off, and then jumping straight back in at full swing. Thanks also to the staff and members who have collected seed in their own time so that we can provide the very best plants for this great region.

Owen Snowden



Photo (top): Jazzie and Owen at order pickup station at the Production Nursery gates during Covid-19 restrictions—April 2020.

Photo (above): New small pot species lines—Yellow Buttons



Mary River Catchment Committee Projects

Work for MRCCC in FY19/20 covered 18 sites on the Mary River from upstream of Kenilworth down to Traveston, with work on 3 additional cats claw vine sites along Six Mile Creek in the Tandur/Traveston area. Seven of the Mary River sites involved revegetation plantings ranging from installation of a few hundred plants to the large riverbank restoration site on the Carter property – 1.42 hectares and over 9225 trees with five years site maintenance included. Weed control was carried out on 11 Mary River sites. Target weeds included cats claw vine, madeira vine,

Dutchman’s pipe, Chinese elm trees and camphor laurel. Control methods ranged from chainsaw frilling of large weed trees through cut-swab of vines and foliar spraying to selective hand-weeding.

Numerous site meetings and regular in-office meetings were held with MRCCC staff to prepare and plan for new and ongoing projects.

Steve Husband



Photo (top): MRCCC Carter’s Revegetation Site – BMRG Field Day, 29 October 2019.

Photo (left): Steve Husband talking at the Sample Site Field Day

Photo (left bottom): Crew Planting at Carters Revegetation Site

Photo (above right): Crew Planting at Samples Revegetation Site

HQ Plantations Projects

Planned burning

Four NDLG staff worked on planned burning for fuel hazard reduction for HQP through July, August and September 2019. Two NDLG staff received on-the-job training as part of their HQP-funded national fire training competencies while working on planned burns.

Wildfire Response

NDLG fire-trained staff worked with HQP staff on several wildfires in November and December 2019 in the Imbil, Jimna and Esk areas. HQP management subsequently praised the contribution of NDLG staff in responding to these fires.

Fire camera observers

HQP Imbil fire cameras were monitored by NDLG staff from October through to February week days, public holidays and weekends. These staff also carried out fire-related logistical tasks as part of their work during the wildfire season.

Cats claw vine control on HQP land

NDLG field teams worked on a severe cats claw infestation

in the Coonoongibber area in July 2019.

Towards a works contract

HQP indicated they were keen to secure the work of NDLG staff through a works contract and work went ahead in the second half of the financial year to negotiate a contract covering fire-related and weed control work (signed in September 2020).

Steve Husband



Photo (above): Darrin kitted-up and ready for Fire Duties with HQP Nov 2020

Photo (below right): Seqwater Visini Rd site

Photo (Below left): Lake MacDonald Cabomba Removal—Staged Shot on Photo Challenge Day.

Seqwater Projects

NDLG's weed control and revegetation contract at the Visini Road offset site entered its third year in this financial year and involved lantana cut/swab and foliar spray work. This was a difficult site with numerous workplace health and safety challenges.

Labour hire work mostly involving weed control was carried out at Lake MacDonald Dam, Ewen Maddock Dam and Borumba Dam. Field team work at the latter site included extensive landscaping.

Steve Husband





Noosa Council Bushland Reserve Projects



This financial year we delivered both bush regeneration and revegetation work across an increasing project base of 57 sites.

We also saw an increase of work through the newly expanded Land for Wildlife Program (LFW) with 22 LFW and Voluntary Conservation Agreement properties.

This program involves weed control, revegetation and on-ground weed management training for landholders.

Cats Claw Creeper Surveys were undertaken across Six Mile Catchment covering Upper Pinbarren Creek, Pinbarren Creek, Falls Creek and Cooroora Creek.

Noosa Landcare also worked with several bushcare groups in providing contractors to help undertake some of the more difficult work, including the Marcus Beach, Sunshine and Sunrise Bushcare Groups.

Brent Whitworth

Gympie Regional Council Projects

The Sands—Mary River Revegetation

This project involved revegetation of both Lowland Subtropical Rainforest and Fringing Riverine Woodland with 14,900 trees planted across 1.62 ha and along 0.2km of riverbank. Many of the young trees are barely 12 months old are now reaching 3-4 metres tall!

Revegetation maintenance was carried out across each of the sections post-planting with completion of the project at end of financial year. Additional weed management work was undertaken at “The Sands” as part of GRC River to Rail Trail development.

Terrestrial Weed Management

Noosa Landcare undertook weed management services for several road reserve and bushland sites within Gympie Regional Council area, mainly concentrating on the highly invasive Cats Claw Creeper Vine.

Brent Whitworth



Photo (Top) - Asparagus Fern removal with Marcus Beach Bushcare

Photo (Below) - ‘The Sands’ Revegetation Project— Dec 2019 to Nov 2020 Progress Shots



Lake MacDonald Source Water Protection Program



The 2019/20 Financial year was Year 2 of the Lake Macdonald Water Supply Catchment Protection Program. This is a partnership program with Seqwater and Lake Macdonald Catchment landholders to help protect and improve water quality of the catchment.

Despite the dry weather during the year making it challenging for our revegetation projects, it gave us an opportunity to complete a range of farm infrastructure and maintenance works on collaborating properties for Year 2. One of the highlights of Year 2 included working with Noosa and District High School and their Agriculture Teaching Department. The program helped upgrade the school's farm trough and fencing systems. This better controlled cattle access to the property's waterways and helped improve pasture condition across the property.

The partnership with the State High School was a great education opportunity. I was able to facilitate a couple of lessons on water resource management and undertake a two planting lessons with the students. This allowed the students to better understand why the works were being undertaken on the school farm and its importance, while also working well into their curriculum.

Other project activities of Year 2 included:

- Revegetation and erosion control within two gullies on the side of Cooroy Mountain. This included the installation of leaky weir systems to help slow down the water through a gully,
- Fencing off a small eroding gully from cattle. Installing erosion control and revegetated the small gully,
- Improved stability of cattle crossing along waterways of two properties,
- Trough and gate access soil stabilisation,
- Fenced off a waterway directly connected to Lake

Macdonald to control cattle access,

- Cat's Claw Creeper Vine control on four properties, and
- Cattle laneway and dairy access erosion remediation.

Fortunately, we were able to complete a number of planned workshops for the program during Year 2, prior to COVID-19 restrictions earlier in the year. The workshops were designed to help improve the knowledge and skillset of land managers in the catchment.

The first workshop Noosa Landcare partnered with MRCCC and Country Noosa to present a 'Grazing BMP workshop' held in Ridgewood. This event focused on grazing best practice management. Key topics discussed included grass growth phases, planned rotational grazing systems, pasture and land condition and pasture species I.D. The day also included a field component, where participants of the workshop visited a local grazing property and completed a grazing land condition assessment on a paddock.

The second workshop completed, was the Soil Health Card workshop with soil agronomist Alan Coates. This was a two-part workshop focusing on the basics of soil health and included a field demonstration of the SoilCare Inc. Soil Health Card.

The third workshop was the Rural Essential Workshop, hosted by Healthy Land and Water. This workshop focused on property planning and management and incorporated a broad range of topics relevant to rural landholders, including vegetation management, soil health, grazing management, farm infrastructure, biosecurity and fire management.

It was such a pleasure to work with all the wonderful partnering landholders of Year 2. I want to extend my many thanks to the landholders, our crews and contractors that made this year so successful!

Ilana Kelly

Photo: Waterway fencing and crossing—Ford Property



Susan River Implementation Plan and Improving Wetlands in the Susan River Program

Wetlands are a critical part of our natural environment. They protect our shores from wave action, reduce the impacts of floods, absorb pollutants and improve water quality, while also providing habitat for a diversity of life.

At the end of 2019, I worked alongside Business Development Manager Rachel Lyons and the Burnett Mary Regional Group to develop the implementation plan for the Susan River Catchment. The Susan River is part of the greater Mary River Catchment located near Hervey Bay. It is a small catchment, however still holds the largest area of tidal wetland systems in the Burnett Mary Region due to its unique topography and hydrology.

This plan identified and mapped properties within the Susan River Catchment that are of priority for wetland protection (i.e. priority for engagement and on-ground action), to address specific water quality and habitat degradation issues present with the catchment area.

The key risks identified in the Implementation Plan were grazing management within and in close proximity to wetland systems, cane production and encroachment into wetlands and feral pig activity.

The implementation plan is now been used to help guide on-ground works in the catchment area as part of the 2 year Improving Wetlands in the Susan River Program in partnership with BMRG and the State Government Natural Resource Investment Program.

Since early 2020, I have been engaging with local graziers to implement projects to protect saltmarsh, paperbark and mangrove wetlands while also supporting healthy productive landscapes. The program saw some setbacks because of COVID -19, however on-ground works started during the end of the 19/20 financial year as restrictions began to ease and landholders became for comfortable to start works.

Working with a property along Stockyard Creek we have installed 0.67km of wetland fencing to control cattle access to wetlands and improve grazing management, and completed erosion remediation and revegetation within a paperbark wetland system.

Feral pig control has been implemented throughout the catchment area in collaboration with a local contractor. These works have been highly successful. Pig activity is significant within the catchment and based on landholder observation their numbers are increasing. Feral pigs are one of the most widespread and damaging pest animals in Queensland (The State of Queensland Natural Resources, Mines and Energy 2004). Pigs are known to adversely affect tidal and freshwater wetland areas by disturbing sediment, and consuming roots, propagules and native fauna. In just one night, they can turn over a wetland area the size of half a football field, leaving it in a muddy mess.

As we move into the second stage of the program (20/21FY), plans are in place to install 3.5km of wetland fencing to control cattle access into saltmarsh and mangrove wetlands located along Susan River estuary. This will protect 70 ha of wetland area. Feral pig control continues to be undertaken across the catchment.

Addition to this, a Grazing and Pasture Management workshop has been undertaken with DAF Grazing Officer, Damien O'Sullivan for local landholders. We will be continuing to work with Damien and other experts in soil health and soil conversation to support landholder knowledge and skillsets and to develop a property management plan with collaborating landholders.

Ilana Kelly

Photo: Feral Pig Management — May 2020.



TMR—*Marsdenia coronata* Translocation & Propagation Project

The Department of Transport and Main Roads (TMR) is proposing to upgrade and realign 26 km of the existing Bruce Highway, including a bypass to the east of Gympie. Part of these works involves vegetation clearing which was found to directly impact the native vine *Marsdenia coronata* (vulnerable under the Nature Conservation Act 1992). To make sure that there would be no net loss of *Marsdenia coronata* as a result of the Highway upgrade, a Translocation Management Plan was created.

TMR has commissioned Noosa District Landcare Group (NDLG) to undertake translocation works as part of the Management Plan.

Once salvaged, the plants are then transported and translocated to defined recipient sites. These works began in October 2019 and the last of the Stage 1 translocations taking place in June 2020. Works included

surveys of salvage sites, site preparation of recipient sites, translocation, monitoring, maintenance and watering plus regular monitoring of all salvaged plants.

A massive 1600 plants, with their complicated fine roots systems were translocated as part of Stage 1.

Noosa Landcare is also undertaking propagation of the plant for replacement planting for the same construction project.

Jennifer Coleman



Photo (Top) - Crew carefully extracting vine root and tuber systems.

Photo (Left) - Crew translocating vines at the receiving site, with each vine documented.

Photo (Above) - Marsdenia Vine and root systems



Sunshine Coast Council—Ecological Offsets Projects

We completed the first year of the 5 year projects across the 4 sites included in this Energen Offset project.

Major wins included:

- Installation of just under 12,000 native tube stock, guards, jute mat and mulch at Doonan Creek Environmental Reserve. It was huge effort by the team and the hard work has paid off with very low mortality rates across the site. Most plants have doubled in size and we are on top of maintenance. (Special mention to Tamara for taking on this job and smashing it out of the park, we couldn't have done it without you).
- South Eudlo Creek despite it being one of the more challenging sites is looking really good with the win of reduction of overall weed volume which has allowed for native rushes, grasses and herbs to establish.
- The two bush regen sites are looking super clean with

weed works all being successful, everyone's eye for detail has meant these sites are also progressing nicely.

I'd like to thank everyone for the hard work especially at Doonan I appreciate all of you!

Jennifer Coleman



*Photo (top): Crew undertaking plant guard installation at Doonan Creek Enviro Reserve—June 2020
Photo (above): Before and after South Eudlo Creek—site prep for planting.
Photo (left) - Doonan Creek Planting from the air—Pic by Ben Green SCRC*



Skilling Queenslanders for Work Report

Works Skills Traineeships

The Department of Employment, Small Business and Training provide funding to NDLG to deliver a project which employes and trains 20 persons a year for 3 years. This program requires monthly reporting with a number of required KPI's to be met. It is our ability to consistently achieve and report on these KPI's while providing a comprehensive and holistic training program, that supports trainees to spring board into further employment or training.

The trainees undertake a rotation of nursery work, revegetation, bush regeneration, and accredited training at an introductory level.

During the 2019/20 Financial year, we had two teams as part of the Noosa Region Threatened Species and Ecosystems Recovery Phase 3 Project.

Duration: Intake 1 - July to December 2019; Intake 2 January to June 2020

20 trainees were employed and conducted the following traineeships:

- 4 x Business Cert 1 or
- 16 x Conservation and Land Management Cert 1

The crews worked on a large number of sites including: Yurol/Ringtail forests, Noosa North Shore campgrounds, Mimburri (Education Qld), Twin Hills lookout, Cootharaba View lookout, Cooran fodder farm, Cooran Active Riders, Kin Kin Creek, Jane's place, Upper Pinbarren creek, Alex Dan Park, Peregrian Beach

Employment Outcomes for the program were as follows: 80% of trainees in further employment; 20% enrolled in other training/study.

First Start program

The Skilling Queenslanders for Work First Start Program provides \$20,000 per trainee undertaking a Cert III in Conservation and Land Management on a minimum 12-month traineeship. Most Cert III trainees apply for these traineeships after having done a Cert 1 – Works Skills Traineeship.

The trainees undertake a rotation of nursery work, revegetation, bush regeneration, and accredited training at an intermediate level – many go on to be permanent members of our bush regeneration teams and nurseries, and have been employed by local councils and other environment groups.

This year under the First Start program we have employed Lawrence Muckan, Lee-Samuel Muckan, Joshua Smith, and Louise Keay as longer-term trainees doing a Cert III in Conservation and Land Management.

Jamie Knight & Kim Maddison



Photo (top)—SQFW Crews Intake 1 and 2
Photo (above) - Team 1 2018 Brushcutting at Twin Hills Revegetation Project Sept 2019



Keeping it in Kin Kin



Rae O’Flynn finished her time at NDLG having overseen the final implementation of phase 2 of the KIIKK project with the NBRF acquittal.

During the 2019—20 Financial Year the following activities occurred :

- Implementation Plan finalised identifying priority areas, with suggested remediation.
- 18 landholders engaged and 10 Remediation Property plans developed through individual property visits and discussion with landholders on best management practice.
- 3 on-ground priority projects completed with improved creek crossings, stock exclusion fencing, erosion management and revegetation works.
- 5 x Cats Claw Creeper Vine priority 1 sites received treatment and follow up maintenance
- 3 single sample trial turbidity monitoring devices installed
- 5 workshops held with over 100 people attending
- Prototype developed for a Flood Event Sampling Monitor with USC.

Applications were made to several grant bodies to fund future implementation works, two of which were successful:

- The National Landcare Program’s “Smart Farms” grant for a total of \$49,887.00 (to be completed by EOFY 2021)
- The Noosa Shire Council’s MEC Multi year grant, \$242,249 over three years .

Jamie Knight was hired to take over the implementation of

phase 3 in the beginning of May. By the end of the 19/20 financial year the first of the NLP smart farms properties at Bunney’s lane in Kin Kin was completed. The onsite works were comprised of 600 plants and 400m of cattle exclusion fencing, protecting and stabilising 0.5 kilometers of spring-fed creek.

Jamie Knight



Photo, top: Soil Health Workshop, Keeping it in Kin Kin, Nov 2019.

Photo (middle): Revegetation on the Anstis property Sept 2019

Photo (bottom): Prototype development of a Flood Event Monitoring system.



Noosa Koala Habitat Restoration Project



The Yurol and Ringtail State Forests have historically been used for softwood pine and hardwood plantations for the last 30-50 years.

In 2016, through the initiative of Noosa Parks Association, discussions started with Noosa Council, Queensland Department of Environment and Hancock Plantations Queensland for the buyout of the harvest lease. The MOU and purchase arrangements were enacted in 2019.

A partial early lease rescindment was arranged to facilitate this project at the northern end of Ringtail Forest. This area is now under the full management of Queensland Parks and Wildlife.

Funding was successfully gained from both local donations from Peppers Noosa Resort and Spa's as well as from The Body Shop World Biobridge Program and The Body Shop Australia stores and at-home consultants. The Body Shop funding was secured in partnership with Queensland Koala Crusaders.

Stage 1 of the Project delivered the planting of

30,000 tubestock over 110 hectares of canopy trees to reinstate structured habitat. Works were undertaken on cleared ex-pine plantation area that had been left fallow for over 3-4 years for the majority of the site, making works difficult due to access and thick shrub and groundcover regrowth.

Weed control work, including pine wildling removal, camphor laurel sapling removal and treatment of Singapore Daisy and Arrowhead Vine also occurred across the 110 hectares.

Negotiations are currently occurring for future funding to undertake the remainder of the 1100ha project

Rachel Lyons

THE BODY SHOP.

PEPPERS

NOOSA RESORT & VILLAS
SUNSHINE COAST



Photo (top): Community Planting Day—Ringtail Forest , June 2019

Photo (above): Pine Wildling removal—Sept 2019

Photo (left): Infill revegetation works—April 2020

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 55 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 2020