

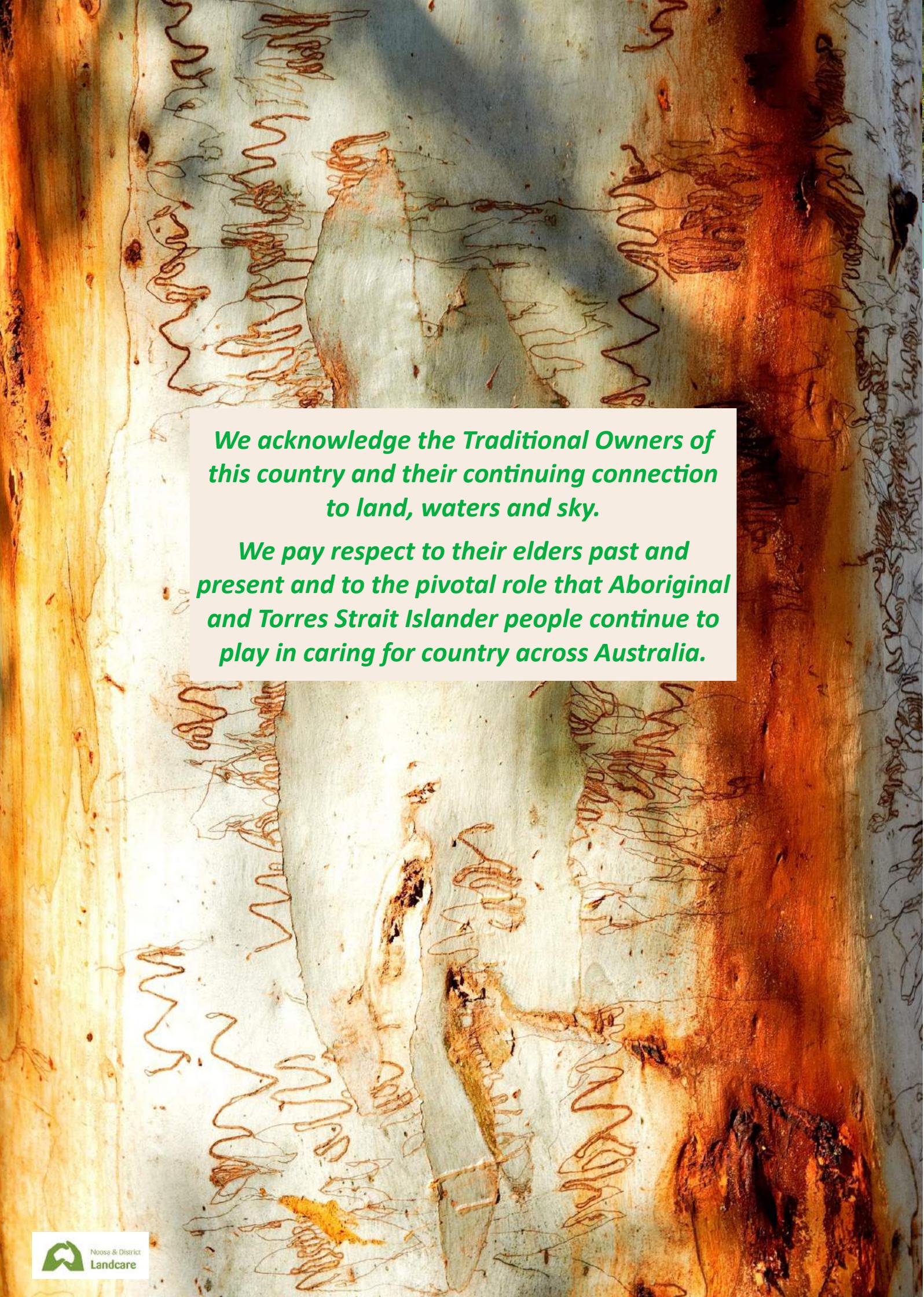


Noosa & District  
**Landcare**

# 2016-17 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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**827**  
**E-news**  
**subscribers**

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**750**  
**Members'**  
**newsletters**  
**distributed**

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*Cover: Wetland on property of Noosa Landcare members, Mark and Pam Hanson*  
*Inside cover: Eucalyptus racemosa (Scribbly gum)*  
*Above: Noosa North Shore, April 2017*

## 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



Another financial year slips through to the keeper, the accounts are filed and off to the bean counter, and we again contemplate the year that's been.

I want to acknowledge the continued commitment of the Management Committee and the vision and capability the Group brings to our organisation.

Also, I would like to acknowledge the efforts of our 'steady hand on the tiller' management staff, staunch supervisors, on-ground worker bees and fastidious volunteers. Your skills, dedication and contribution make our Group what it is and the world around us a significantly better place to live, work and play.

Although times within the Natural Resource Management (NRM) industry have never been more dynamic, uncertain and competitive, our bottom line has stabilised with a hint of improvement toward the end of the 2016-17 financial year. This is no mean feat.

While workplace training and employment programs continue to play an important role in our operations, they are only a small aspect which contributes to our overall financial sustainability, through which we provide meaningful employment to many.

With the initiative of our senior management team we are now more on a proactive front foot, helping our many and varied members, partners and clients to improve their surrounding environment and social image in ways which not so long ago were not thought possible.

Many of our current projects (20 Million Trees in particular) have granted us the opportunity to have a

good hard look at ourselves, our capacity and capability. Sure, how we propagate, revegetate or manage weeds has not changed all that much, but how we enhance and outreach our vital work has evolved a tremendous amount over this last financial year. We have expanded our scope into new fields such as wildlife surveying and NRM consultancy, expanded in our nurseries and training endeavours and expanded our horizon with new corporate partnerships.

Community education and awareness is where Noosa Landcare leaves its greatest legacy. It is the means by which the seeds of the Landcare ethic and environmental stewardship are sown and nurtured, not just with our members but with the community, landholders, governments and corporates. As usual, staff contributed significantly in this space this last year, with in-kind representations well in excess of 400 hours.

While 2016/17 was challenging, it was a period of human capital and physical capital growth. The fact that we can proudly stand on our own two feet, as one of Australia's greatest Landcare groups, brings me great pride.

It is truly an exciting time to be a part of this amazing Group.

**Luke Barrowcliffe**

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**1,020**  
**visits to the**  
**Rural Futures**  
**Centre**

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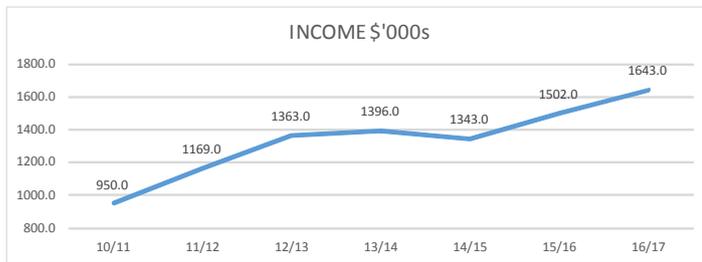
*Photo: Lake Macdonald Seqwater planting, June 2017*



## Treasurer's Report

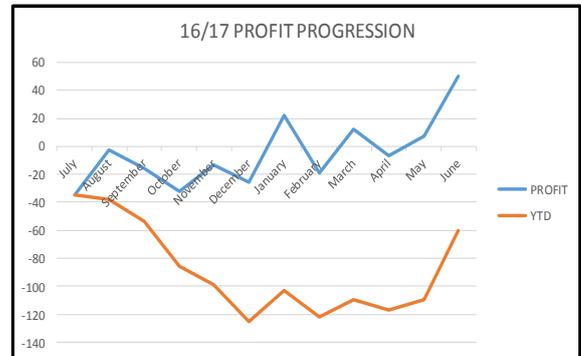


As the following graph illustrates, after some buoyant years from 2010 to 2012, we went through tough times from 2012 to 2015 when income was hard to come by and cost pressures were intense. At that time, the Management Committee chose to not only maintain our infrastructure but also invest for the future. This has served us well with income growth of 11.8% and 9.4% in 15/16 and 16/17 respectively.



Despite the good growth in income, we are still working hard to improve our expenses. Our target is to break even and invest any surplus into community support. We finished the year with a net loss ("investment") of \$60,300. However, it was very much a year of two halves. As the following graph shows, a significant loss occurred in the first half of the year but was pulled back with break even and profit months after that. We are hopeful that this bodes well for 2017/18.

The overall audited financials appear in summary below in \$'000s:-



The fall in net equity directly reflects the net loss. At \$793,400 this net equity still provides a very adequate "reserve" against future difficulties and a suitable fund for any investments the Management Committee deems necessary.

Much of our income comes from revegetation and the management of invasive species. However, we are undertaking a wide range of projects coming from specific grants and we look forward to significantly broadening our base over time.

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 through difficult times.

**Dick Barnes**

Item	2012/13	2013/14	2014/15	2015/16	2016/17
Income	1396.5	1397.5	1342.9	1502.0	1643.8
Expenses	1398.6	1408.5	1441.5	1556.7	1704.1
Net Loss	-2.1	-10.9	-98.6	-54.7	-60.3
Net Equity	1017.9	1006.9	908.4	853.7	793.4

Photo: Site preparation at Elanda Point (Ilana Kelly)



## Management Committee



**Chairman**  
**Luke Barrowcliffe**

BComms  
Butchulla man (Traditional custodian of 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**  
**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  
Owns Burrawingee Nature Refuge

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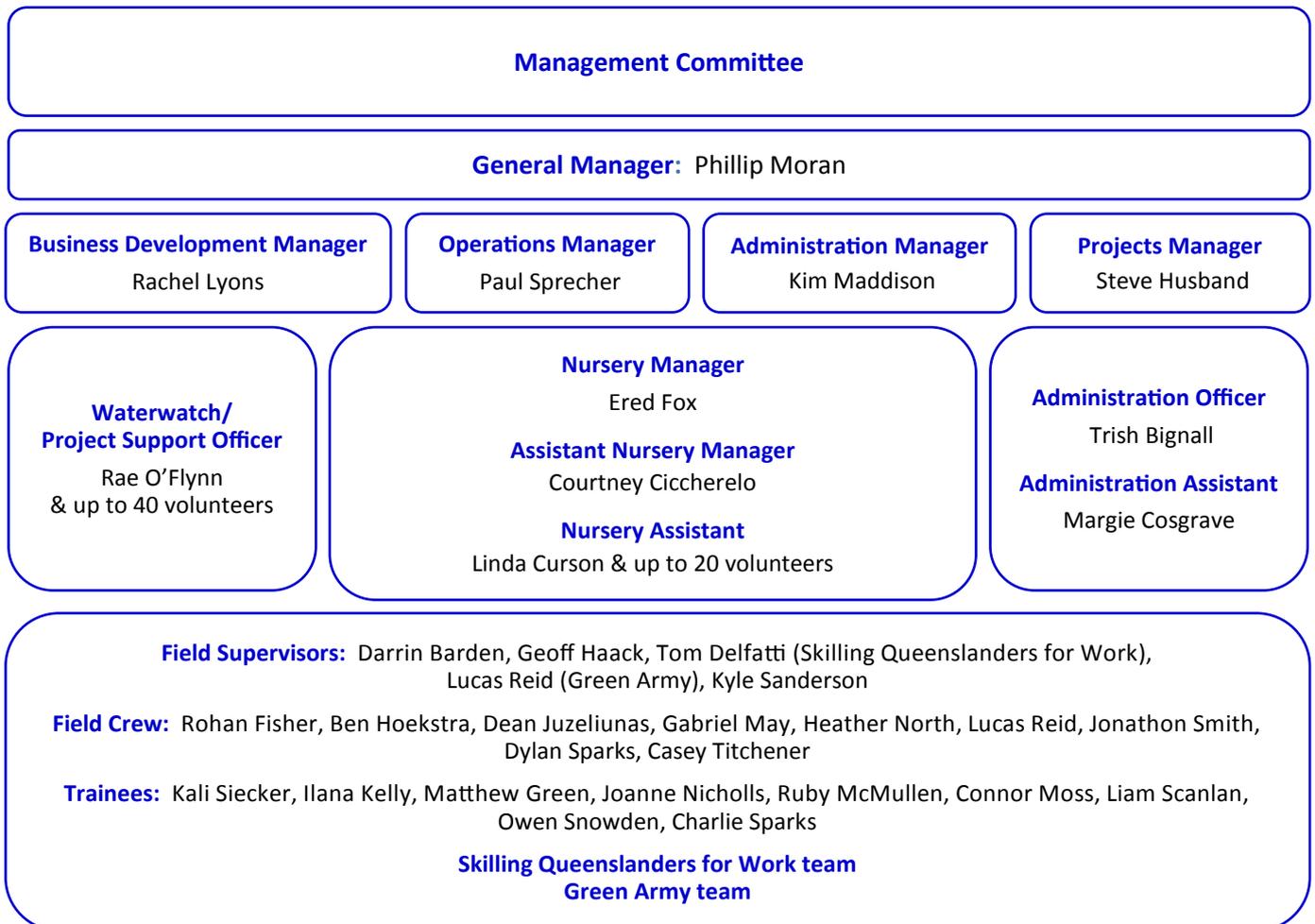
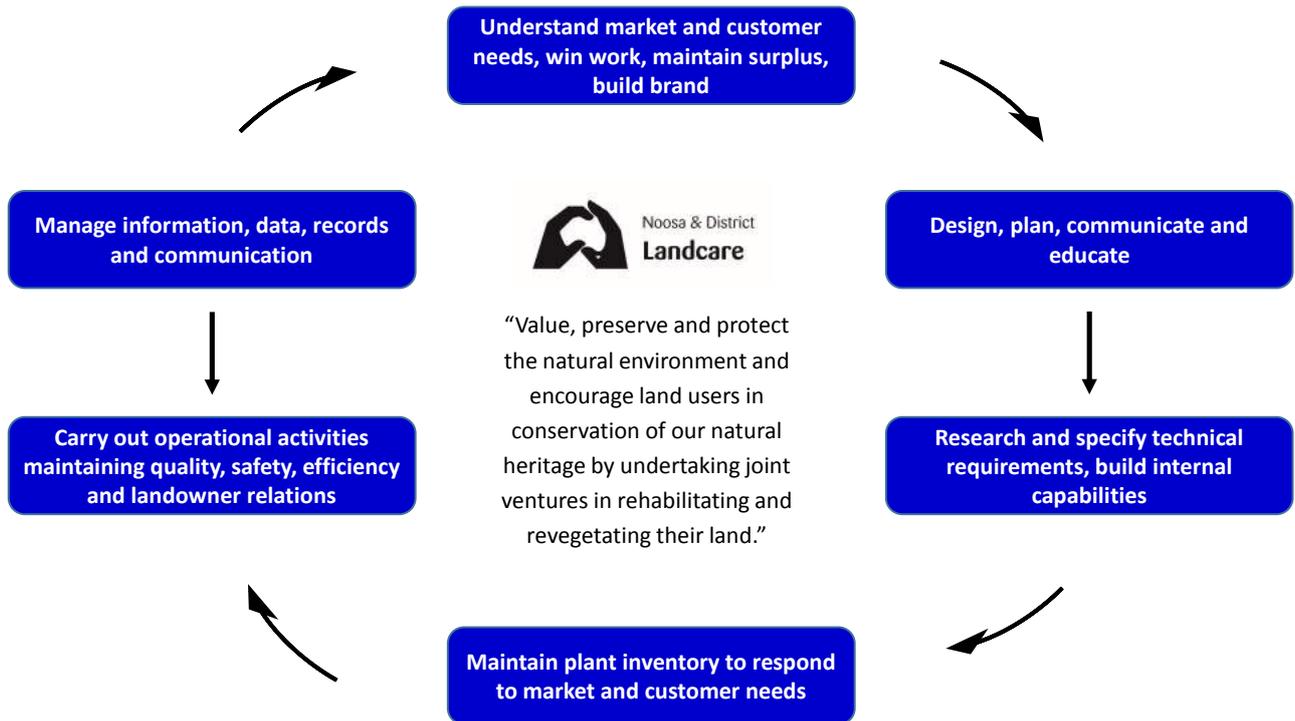
**1,100**  
**Facebook Likes**

**750**  
**Tweets**

**2,500**  
**phone enquiries**

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# Organisational Chart at 30 June 2017



# Who were our partners in 2016-17?

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.

**43 Partners**  
**& expansive list of**  
**private landholders**  
**and members**



Burnett Mary Regional Group	Noosa Parks Association
Campbell Page	Noosa Shire Council
CO2 Australia	Pacific Environmental
Cooroora Institute	Peppers Noosa Resort & Villas
Cooroy Outdoor Power Equipment	Peregian Beach Community Association
Cooroy State School	Pomona & District Community House
Country Noosa	Qld Department of Agriculture & Fisheries
Department of Education & Training	Qld Koala Crusaders Inc
Federal Department of the Environment	Qld Parks & Wildlife
Gambling Community Benefit Fund	Qld Water & Land Carers
Gympie & District Landcare	Seqwater
Gympie Regional Council	State Department of Environment & Heritage Protection
Healthy Land & Water	Sunshine Coast Council
HQ Plantations	Sunshine Coast Environment Council
June Canavan Foundation	The Great Noosa Trail Walk
King of the Mountain Festival	The Neilson Group
Mary River Catchment Coordinating Committee	The University of Georgia (USA)
National Landcare Network	The University of Queensland
Noosa Biosphere Community Association	Thomas Foundation
Noosa Biosphere Reserve Foundation	Tourism Noosa
Noosa District State High School	University of the Sunshine Coast
Noosa Engineering & Crane Hire	Veolia Australia & New Zealand
Noosa Integrated Catchment Association	Zero Emissions Noosa

# A glimpse in pictures



*Volunteer Christmas BBQ, 2016*

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**3,498**  
**Volunteer hours \***  
**(\$104,940)**

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*Seed tunnel in the nursery*



*Biopassage Survey, Noosa Catchment*



*Kandanga State School - students plant Richmond Birdwing vines, March 2017*



*Looking for the Coxen's Fig Parrot (Rae O'Flynn & Dr Ian Gynther)*



*Elanda Plains community planting day, December 2016*



## General Manager's Report



For this report I wanted to shine the light on some other achievements of Noosa & District Landcare Group (NDLG), not just weeds killed or trees planted. That will be covered elsewhere!

As at 30<sup>th</sup> June 2016, Noosa Landcare had 37 people on its payroll. As I write this (August 2017) we have 46. Each one of these people are:

- Helping our local environment through *conservation*
- Gathering skills to put into practice by constantly *learning* from others
- Contributing to our local economy ... *sustainability*

The three words in italics are the principles of a Biosphere Reserve – *Conservation, Learning & Sustainability*.

In an era that is focussed on the 'economy', Noosa Landcare is showing that improving our environment, whilst providing meaningful employment, is possible. Our people spend their money in the local area, contributing to the economy whilst helping the environment. Both these outcomes are for our children, and their children. It could be said that Noosa Landcare has four nurseries: three that produce plants, and one that produces the leaders of the future. Many community groups suffer from having an 'older' membership, with little in the way of succession – I am allowed say that as I turn 104 this year. At Noosa Landcare, via our various trainee and employment programs, NDLG is able to attract some of the best and brightest young people, in addition to people with experience. These people (many already with university degrees) bring knowledge, skill and boundless enthusiasm.

We are a far richer organisation for having these individuals. Some of Council's best and brightest have

come through the NDLG 'nursery', as have State Government staff, regional bodies etc. Another highlight for me is the ability of NDLG to develop long-term partnerships, and contribute to other organisations that are achieving results.

An outstanding example of the former is a partnership between Peppers Noosa Resort & Villas, Noosa Council and NDLG, and our relationship with Tourism Noosa (TN). An unlikely alliance you may think!

NDLG has been working closely with Tourism Noosa for a number of years. Tourism is the backbone of the economy in Noosa Shire, and is here to stay. Therefore, it is of mutual benefit to work with TN to maintain our environment as a key driver for this industry. Discussions led to developing a partnership with Peppers whereby they set aside \$2.00 for each guest attending functions at the resort. This money was held in our public fund, and used to plant 2,200 trees along Kin Kin Creek.

NDLG also undertook a Federal Government project (20 Million Trees program) under which another 4,500 trees were planted alongside this creek. Members will be aware of the Noosa Biosphere-funded 'Keeping it in Kin Kin' project. One of the aims of this project is to reduce sediment going into the iconic Noosa River. The Keeping it in Kin Kin project is funded by the Noosa Biosphere Reserve Foundation and project partners Noosa Integrated Catchment Association, Noosa Parks Association and the Thomas Foundation. By working with other partners, NDLG has been able to add 6,700 trees, supplied, planted and maintained *without one cent coming from ratepayers*, on this site alone. We apply this principle at many sites in our Shire. This sort of leveraging, or value-adding, is a way to achieve far better on-ground results than would normally be possible.

*Continued on next page*

*Photo: Peppers Noosa Resort & Villas planting day at Kin Kin Entrance Bushland Reserve  
Connor Moss (NDLG), Steve McPharlin of Peppers Noosa, Phil Moran (NDLG General Manager)*



## *continued ...*

The latter leads me to NDLG working with other organisations such as:

Seqwater, the Department of Environment and Heritage Protection, Richmond Birdwing Conservation Network, National Landcare Network, Queensland Water and Landcarers, SEQ Catchments Members Association, Tourism Noosa, Burnett Mary Regional Group, Regional Landcare Facilitator Steering Committee, Country Noosa, Noosa Community Biosphere Association, Zero Emissions Noosa, Mary River Catchment Coordinating Committee, Noosa Integrated Catchment Association, schools and universities, as well as numerous private landholders. Our relationship with Noosa Council is one of mutual aspirations and working together to achieve these aims.

The representation, liaison and partnership support is almost always done without charge. We do this to keep

abreast of any opportunities and to provide advocacy that may benefit our shire and the environment.

I would like to thank our volunteer Management Committee, who give strategic guidance, knowledge and vast experience, without micro-managing. We all appreciate your behind-the-scenes work.

Our volunteers contribute a great deal to the organisation and bring a variety of skills and life experience.

The steady increase in memberships over the year, particularly 'Gold memberships', is another indicator of a healthy group.

Also to our dedicated staff, who all work diligently to ensure the smooth operation of NDLG, I say thank you.

**Phil Moran**



*Photo, top: Aerial shot of the Peppers Tree planning site at Kin Kin entrance Bushland Reserve  
Photo, above: Steve McPharlin of Peppers (right) on site with local media*



# Business Development Manager's Report



The 2016/17 year was a period of substantial capital growth for Noosa Landcare on many fronts.

After securing several multi-year, large-scale projects in the previous financial year, 2016/17 was all about knuckling down and getting the work

happening. This meant upgrading facilities, developing and upgrading operating systems and both upskilling and recruiting more staff. The improvements however were not deliberately project specific; instead they have been designed and implemented to put us in a much better place for improving our operations and efficiencies into the longer term. A good upfront investment.

In addition to undertaking more than 186 discrete on-ground weed and revegetation type jobs, during 2016/17 Noosa Landcare branched out into new business areas including fauna surveying, natural resource management planning and asset assessment consulting, and large-scale (>20ha) offset planting.

## Major Achievements:

- 186 on-ground jobs undertaken, totalling more than 32,100 hours on the ground
  - > 290 hectares of targeted weed control undertaken by our crews
  - > 33 hectares of revegetation undertaken and over 135,000 trees planted by our crews
- Quality assurance and inventory management systems developed and incorporated into nursery operations, enabling us to expand to produce 261,830 tube stock for the year
- A shift into field-based digital technology for our Contracting Field Crews
- A restructure in field-based working arrangements and crew structure

- Leading edge science activities including:
  - \* LIDAR analysis of the Kin Kin Catchment to identify erosion hot spots
  - \* Bioacoustic surveys of the Noosa Hinterland for the Coxen's Fig Parrot and the successful crowdfunding campaign (\$12,500) to facilitate purchase of equipment and fund a North Queensland field trip by ecologists to develop auto-recognition software
  - \* Involvement in phytoremediation trials and activities (at Veolia's Wattle Glen site) for waste management
  - \* Alternative Chemical Use Trials

*continued on next page*

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**261,830**  
**tube stock propagated**

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*Photo, top: Wildlife fodder farm planting, Cooran, March 2017  
Photo, right: June Canavan Foundation visit, March 2017*



## continued ...

- NRM Planning and Asset/Threat Assessment activities including:
  - \* Noosa & Coast Catchments Biopassage (Fish Passage) Audit
  - \* Kin Kin Creek Catchment Cats Claw Creeper Surveys and Prioritisation Plan
  - \* Noosa Shire Waterways Assessment 2017
  - \* Noosa Bushland Reserves Strategic Plan 2017-2027
- New significant partnerships with Hancock Queensland Plantations, Peppers Noosa Resort & Villas, Tourism Noosa and CO2 Australia.
- Continued highly-attended workshops and field days – 19 workshops and community events held and over 500 people attending.

On the tender and grant submission front, it was a slower year for relevant available grants and tenders and consequently all were 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 submitted - 26
- Total bids successful - 16
- Pending applications - 1
- Tenders withdrawn - 1
- Success rate - 61%
- Total NEW grant and tender funds approved 16/17 – \$1,131,753.13

We were also quite busy coordinating a number of Green Army and Skilling Queenslanders for Work teams:

- Three Green Army teams (20 week durations) – employing a full-time Noosa Landcare Supervisor and over 21 participants
- Two Skilling Queenslanders for Work teams – employing a full-time Noosa Landcare Supervisor and 18 participants.

The five teams did some fantastic work at dozens of locations including Elanda Plains, Girraween Reserve, Coolool sections of the Noosa National Park, Noosa Northshore Campgrounds, Cooran Reserves, several private restoration projects associated with the 20 Million Trees program, Keeping it in Kin Kin projects and several sites in the Kin Kin area.

We have also had the opportunity to take on eight year-long formal Certificate III traineeships during the 2016/17 year. Matt Green, Ilana Kelly, Kali Siecker and Owen Snowden were our first group who started December 2016. Liam Scanlon, Ruby McMullen, Connor Moss and Jo Nicholls started June 2017. The trainees have been involved in field, nursery and project work. The skills and enthusiasm they bring to NDLG is a great asset, and the reciprocal experience and variety of projects they are involved in greatly assist each trainee hone their interests and develop their careers.

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.



2017/18 is shaping up to be a very exciting year for Noosa Landcare, with a number of activities planned and some great projects committed and set in stone. Several of our larger projects will come to an end and new ones will begin. This will allow us to continue to be on the front foot in advancing the aims for the group, bringing funds into the region and creating meaningful local employment.

**Rachel Lyons**

*Photo, top: 'Photo Journal from Mangroves to Mountains' workshop with Glenn Leiper, June 2017  
Photo above: Cats Claw Creeper Survey, Kin Kin Creek (Steve Husband, NDLG & Ken English, Noosa Council)*



## Administration Manager's Report



### What we do:

Management of Retail Nursery and Resource Centre, membership database, book keeping and financial reporting, statutory and mandatory compliance, human resources and payroll, publicity and promotions,

general administrative functions, supporting group operations and Management Committee where required.

### Administration/Retail Nursery staff in 16/17:

Kim Maddison:	Administration Manager
Trish Bignall:	Administration Officer
Margie Cosgrave:	Administration Assistant
Monique Kayha:	Administration Trainee
Jo Nichols:	Administration Trainee
Courtney Ciccheler:	Retail nursery Saturdays
Kali Siecker:	Retail nursery Saturdays

### What has been done in 16/17:

- Finalisation of online Membership Database – data set up has been provided from Noosa & District Landcare's (NDLG) Courtney Ciccheler and Owen Snowden. Ongoing management of the database is by Margie Cosgrave.
- Combined cash flow and works schedule forecasting; inventory and assets – spreadsheets upgraded and managed by Trish Bignall.
- Successful application by NDLG as a Charitable Institution under the Taxation Administration Act 2001 and Duties Act 2001 to reduce stamp duty payable on insurances and registrations.
- Preparation of new policies and documents: Use of Headphones or Earbuds for Non-work Use; Accidents and Incidents Procedure; Auspicing a Grant for

Another Entity; Social Media; Privacy; and Confidentiality.

- Installation of NBN and Virtual PBX phone systems with much assistance from Ron Hickman (NDLG Life Member and volunteer).

# 2,295

## visits to the Resource Centre & Retail Nursery

### What will be done in 17/18:

- Moving to our TradeGecko online purchasing and inventory system for native plants
- Roll-out of Single Touch Payroll (Australian Tax Office reporting)
- Upgrade of Workplace Health and Safety framework and compliance
- Upgrade of Workplace Agreements
- Review of human resources and performance management frameworks

### Volunteers:

Station Place: the lovely little block next door to the Retail Nursery continues to thrive, with good growth on the taller trees to create shading in summer months. Shaun Walsh and Michael Kelly, both long-term members of NDLG, continue to maintain this garden to keep it looking 'schmicko.'

In addition, we have had volunteers Andrew Lyons, Steve Blight and Gerry van der Horst do repairs to areas of the Resource Centre building throughout the year.

**Kim Maddison**



## Projects Manager's Report



The 2016/17 financial year has seen terrific efforts from Noosa & District Landcare Group (NDLG) staff, NDLG Conservation Services crews and supervisors, Green Army and Skilling Queenslanders for Work (SQW) trainees in getting plants in the ground and weeds out of the ground.

And doing it all safely (almost) every time.

All four NDLG 20 Million Trees (20MT) projects are well underway. Project MERIT (Monitoring, Evaluation, Reporting and Improvement Tool) updates for FY17 activities have been submitted by NDLG and approved by the Department of Environment.

Significant challenges for this financial year included:

- High summer temperatures, late wet season and a dry winter, delaying planting across the board and making forward planning very difficult
- Flood damage to some plantings – ex-Cyclone Debbie in March 2017
- Delay to start at Elanda Plains on the CO2 Australia 20 Million Trees contract due to Qld Parks & Wildlife Service (QPWS) delaying site preparation, burning and cultivation as a result of unfavourable conditions
- Maintaining supply of good quality nursery stock in required numbers, especially for the CO2 Australia Elanda Plains project
- Working to improve productivity and quality across NDLG contract crews, Green Army and SQW teams

### Other projects:

- 2,000 trees and 600 metres of riparian fencing went in at the Noosa Biosphere Reserve Grants Scheme *Riparian, Gully and Hill-slope Restoration Project* at the Glasby property in Kin Kin in August/September 2016.
- For the Burnett Mary Regional Group (BMRG), a total of 1.6 hectares was planted with 2,240 trees on two properties at Tinana Creek
- Work for Mary River Catchment Coordinating Committee (MRCCC) included revegetation plantings and maintenance of previous plantings
- For Healthy Land & Water (formerly SEQ Catchments) NDLG surveyed for cats claw creeper along more than 20 kilometres of Kin Kin Creek and tributaries. 92 infestations were treated by NDLG Conservation Services crews. Surveys were carried out in conjunction with Noosa Council staff and QPWS staff.
- Significant work has come to NDLG from HQPlantations including cats claw creeper control and fire crew work.
- Numerous small contract jobs were completed for private landowners

Two community planting days were held on 20MT planting sites at Elanda (December 2016) and Kin Kin (February 2017). Useful working relationships have been built up and maintained with QPWS, Noosa Council, BMRG, MRCCC, HQPlantations and CO2 Australia, as well as participating project landowners.

### Steve Husband

**Table – FY 2016-17 20 Million Trees Projects**

<b>20 Million Tree Projects</b>	<b>Project Hectares</b>	<b>Project Planting Targets FY16/FY17/FY18</b>	<b>Planted FY16</b>	<b>Planted FY17</b>
<i>Elanda Plains Wetland Revegetation</i>	4	40,000	<b>17,029</b>	<b>22,971</b>
<i>Subtropical Lowland Rainforest Revegetation – Kin Kin</i>	4.22	16,880	<b>6,876</b>	<b>5,284</b>
<i>Re-establishing Subtropical Lowland Rainforest Habitat in the Noosa Hinterland</i>	3.5	13,900	<b>3,500</b>	<b>8,400</b>
<i>CO2 Australia Elanda Plains Biodiverse Revegetation Planting – 20MT</i>	30	300,000	<b>0</b>	<b>74,987</b>

*Photo: Maintenance on 20MT planting site at Leggetts Loop, Kin Kin January 2017 (Heather North & Jonathan Smith)*



## Operations Manager's Report



The phytoremediation plantings we undertook in Ipswich in May were subject to a number of days of 35+ degree temperatures, followed by hail and near freezing overnight minimums, and all within less than a month of each other!!

Further north we had reasonably good winter rain, but the couple of months either side were dry and hot. Maintaining plant supply in the numbers required for our projects has been a challenge due to the vagaries of the weather and the volume of planting we have had to complete.



The end of the 16/17 financial year brought to a close the Mary River Catchment Coordinating Committee's (MRCCC) Biodiversity Fund project, *Implementing the Mary River Threatened Aquatic Species Recovery Plan*. The field crew and I have taken great pleasure in being able to contribute to this project. Seeing the development of project sites that were started back in 2014 has given us not only great insight into how a site develops, but also a great sense of satisfaction that work we are doing every day, generally in tough conditions, is worthwhile. The project will improve the region's habitat potential greatly. It has been fantastic to see the results.

This year we were given the opportunity to be involved in an exciting project that looked to explore the efficacy of a range of new non-synthetic herbicides and to compare their performance to that of 'Roundup' and non-chemical methods.

The project, simply titled *Alternative chemical use trial for riparian revegetation*, is also investigating the impacts these herbicides have on soil health.

This is the component of the project that really excites me. Soil health is critical to a healthy ecosystem and understanding the impacts that our rehabilitation activities have on soil health in the long term will allow Noosa & District Landcare to adopt best practice when planning and implementing rehabilitation activities.

The objectives of this project are not new (finding and testing alternatives to synthetic chemicals), however with fantastic support from University of the Sunshine Coast, this project will look to collate the trial results into a data set from which standards for best practice can be identified.

Collaborators in this project include landholders Jonathon and Catherine Smith, Noosa and District Landcare, BOS Rural, the MRCCC and University of the Sunshine Coast.

The field team we have at the moment is fantastic, a good blend of youth and exuberance along with some wise older heads. We have crew members who have differing environmental passions. The blend that comes out of this mix makes for a great team. They are a real asset to our group. They are great mentors to new staff, they take real pride in their work and are selfless in their support of each other when working in difficult conditions. Thank you very much ladies and gentlemen.

**Paul Sprecher**



Photo, top & above left: Phytoremediation site, Wattle Glen near Ipswich  
Photo, above right: 'Alternative Herbicides for Revegetation' Field Day



## Nursery Manager's Report



Another year down and with spring just around the corner, things are looking good. The backlog of newly-potted plants over winter is picking up in growth as the days warm up. This has made us focus on some remodelling of the nursery to

accommodate the newly-potted plants filling up the shade house, as production runs at full steam. With help from the Green Army and our dedicated volunteers we have created more shade space and sun-hardening benches to accommodate the seedlings and a new bench area we like to call the Teenager Bench. The 'teen' bench is being used as an intermediate area where the plants are sun-hardened, but are yet to grow to their full potential as saleable stock. Overall, we have created room for thousands more tube stock.

More professionalism and more insight: Noosa Landcare's Nursery team has stepped up to the challenge to give our nursery a more targeted approach: quality assurance forms, batch testing, weekly nursery meetings, monthly stocktakes, weekly potting targets, TradeGecko (our on-line inventory tool), seedling tray stocktake. All this gives us a better picture of where we are at, and helps us with estimates, propagation schedules and forecasting.

Our humble nursery shed has had a re-fit also, with secure lockers to keep the vermin away from the tasty seeds we have drying out there. We have moved out unused items and increased desk space, giving us more effective office area and enough room to swing a cat.

We have a talented and enthusiastic bunch of trainees. Some of these trainees are taking ownership of some small projects, with guidance from our experienced project officers. We have organised them into specialised crack teams, with a focus on different areas of routine nursery tasks such as plant orders, propagation, plant movements, quality assurance and maintenance.

Our volunteers are shining with enthusiasm as well, with a few new people coming on line, thanks to some local publicity and word of mouth.

This year, as production has ramped up, we have had to rethink our processes and procedures. From time-in-motion studies and risk minimisation to material efficiencies, we have streamlined pot washing, tag cleaning and pest management. We have also been trialling Hiko pots for some species of plants used in certain projects. The pots are smaller to allow us more bench space, use less potting mix and shorten the length of time to attain root development needed for planting in the field.

Pest management has been a major focus this year, with trials in the control of myrtle rust, rodents, possums and birds. Finding a happy balance between effective control measures, environmental sustainability, safety requirements and budget constraints has led to innovative ideas. We have covered over the shade house with bird netting to exclude the possums and birdlife. We have found some useful alternatives for introduction into our integrated pest management for myrtle rust. For rodent control we have steered clear of poisons and focused on traditional 'snap' traps, live trapping and exclusion cages placed over our most valuable seeds/seedlings. This has led to overall cost savings and improved plant quality.

Every now and then the nursery staff are let off the leash to travel further abroad (to other nurseries) to gather intelligence for further improvements and synergies between like-minded organisations. What has come out of this? Plant swaps of excess supplies, new printed labels for our retail nursery, germination techniques, potting media alternatives and nursery layout solutions.

The year that was has changed the nursery for the better and will put us in great stead for the year ahead!

**Ered Fox**

*Photo: Gorillas in the mist - Volunteers Andrew Lyons and Steve Blight*



## Waterwatch Coordinator's Report



A number of schools have been busy including water quality and environmental issues in the curriculum and have included macroinvertebrate investigation as an activity. Let's face it, what better way to get students interactive and involved than slopping around in the creek looking for bugs!

The year 12 biology group from Noosa & District High School (NDHS) were keen observers at Cooroy creek. Everything from small, freshwater native fish, dragonfly and mayfly nymphs, freshwater mussels, diving beetles and skaters were found.

Watching the little ones from Pomona Early Childhood Centre plant one of the drainage lines in Cooroora Creek Park, then investigate the macroinvertebrates, is always a treat. They delight in getting grubby and "finding interesting things with lots of legs"!

National Tree Day July 2016 found us at Sunshine Beach High School working with the Junior STEM (Science, Technology, Engineering and Mathematics) class. Part of the science curriculum focused on environmental issues and Noosa Landcare joined with Noosa Council to revegetate a section of a tributary of Seaview Creek.



I was able to participate again in my favourite activity of macroinvertebrate observation. One thing I discovered is that when you go have a cup of tea, do not leave the observation trays unattended. Apparently the crows assume it's their lunch - lesson learnt the hard way!

In the background of all this, 26 volunteers continue to monitor over 40 sites within both the Noosa River and Mary River Catchments from Kin Kin to Peregian; and Six Mile Creek into Pinbarren, Cooran and Cooroy with Skyring Creek and Blackfellow Creek included. We cover a wide area over a vast number of different ecosystems and water conditions. Without these amazing people, the Waterwatch program would not function and valuable data on the state of our river system would not be collected. A number of reports have been compiled by Waterwatch volunteer (and NDLG Life Member) Paul Ryan which give detailed analysis of some (not all) of the areas which we monitor.

If you wish to read any or all of these reports, or if you would like to become more involved in the Waterwatch program, please contact me at [projects5@noosalandcare.org](mailto:projects5@noosalandcare.org) or phone 5485 2155.

**Rae O'Flynn**

*Photo, top: Lunch for the crows! Sunshine Beach, July 2016*

*Photo above left: Noosa District State High School Year 12 biology class, July 2016*

*Photo above right: Landcare hands! Pomona Early Childhood Centre, August 2016*

# 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 130 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
- Maintenance and monitoring
- Native forest establishment and consultancy

## 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

## Water Quality Testing

Noosa & District Landcare's Waterwatch program supports volunteers with resources, training and equipment.

- Physical, chemical and biological indicators
- Ecosystem health assessments
- Aquatic macroinvertebrate surveys
- Interpretation and data collection
- School visits and field excursions
- Volunteering

Our land and water 'care' services are supported by a phenomenal assortment of experience, talent and qualifications across 37 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.



Noosa & District  
**Landcare**

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*Annual Report compiled by Margie Cosgrave*

*Photo: Tawny frogmouth family (taken by Alan Howieson, Noosa Landcare member)*