



Noosa & District  
**Landcare**

# **2017-18 Annual Report**

*Conservation, Education, Participation*



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

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



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*Cover: Noosa Headlands*

*Inside cover: Banksia integrifolia*

*Above: Noosa North Shore, 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



Well the numbers are in and the 17/18 financial year was officially our most successful in the history of the organisation with an annual turnover just shy of 2 million dollars. Our success means more meaningful

employment opportunities, more environmental stewards for the future and a more sustainable environment in which to live.

To our members, thank you for your continued support. Our dedicated staff and volunteers who battle the elements day in day out to make our environment a better healthier place, the organisation would not be where we are without you. To my fellow directors – your commitment and professionalism to our objectives and strategic direction is humbling.

Our achievements are not driven by profit, but a pure form of altruism. Over the last year the organisation has dedicated over 500 hours to community education and empowerment initiatives, because Landcare is a community driven landholder movement.

We have come a long way from our modest beginnings of a little nursery in the main street of Pomona, to being able to produce and plant over 240,000 native tubestock in a year. All of this has not come about overnight, by chance, but a lot of hard work by lots of people (staff and volunteers) and through years of strategic guidance by

the NDLG Management Committee. We have also significantly bolstered the policies, procedures and processes of the business and this in no small way is part of the reasons behind our success.

Lastly, the efforts of Phillip Moran and Kim Maddison can not go unstated as they have been a driving force of the organisation for more than a decade. Your legacy is large and uncompromised.

Thankyou everyone!

**Luke Barrowcliffe**

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**2805**  
**visits to the**  
**Rural Futures**  
**Centre**

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*Photo: Elanda Plains Revegetation Project, June 2018*



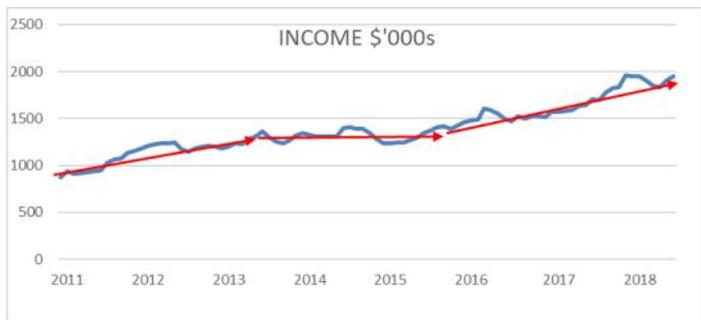
## Treasurer's Report



Despite lots of “trials and tribulations” during the year, we had a great finish thanks to lots of hard work by many people.

Income totaled \$1.94 million giving great growth of 18%!

The following MAT (moving annual total) graph shows the continuing long term trend after the stagnation in 2012 to 2015:-



We have been working hard to improve our cost structure and, hence, our bottom line which has averaged a loss of -\$56k over the last 4 years. We are happy to say that the final position at the end of 2017/18 was a small loss of -\$7k. I would add that a loss in our sense is an ongoing “investment” in our community activities. Cost improvements will continue to improve 2018/19 as the full effect is felt.

Having said that, the year was another “cliff hanger” as the following profit progression shows:-



The overall audited financials are shown in the below table in \$'000s.

The slight fall in net equity reflects the \$7k net loss directly. At \$786k the net equity still provides an adequate “reserve” against any future difficulties and a suitable fund for any investments deemed necessary.

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

**Dick Barnes**

Item	2012/13	2013/14	2014/15	2015/16	2016/17	2017/18
Income	1396.5	1397.5	1342.9	1502.0	1643.8	1939.9
Expenses	1398.6	1408.5	1441.5	1556.7	1704.1	1947.4
Net Loss	-2.1	-10.9	-98.6	-54.7	-60.3	-7.5
Net Equity	1017.9	1006.9	908.4	853.7	793.4	786.0

Photo: NDLG Field Crew at Elanda Plains Revegetation Site, June 2018



## Management Committee

### Chairman

**Luke Barrowcliffe**



BComms

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

Owens Goorie Vision (indigenous media company)

### Treasurer

**Richard Barnes**



MA Engineering & Business Studies

Extensive corporate financial experience  
Sustainable beef farmer in Noosa region

### Secretary

**Geoff Black**



BE (Civil), GradDipDVST, DipCLM

Extensive background in land and community development and natural resource management

### Committee Member

**Dr Kim Barnes**



PhD

Teacher and academic background in the school and university education systems

Extensive experience in sustainability and environmental education

### Committee Member

**Paul Steels**



BEnvSc

Founding Member of Noosa & District Landcare

Extensive experience in community-based conservation

### Committee Member

**Dr Melanie Hassall**



BVsc, GradDipEd

Background in beef management, biosecurity

Business owner, resource sector asset management

### Committee Member

**Phil Moran**



DipCLM

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

Owens Burravingee Nature Refuge

**1361**  
Facebook Likes

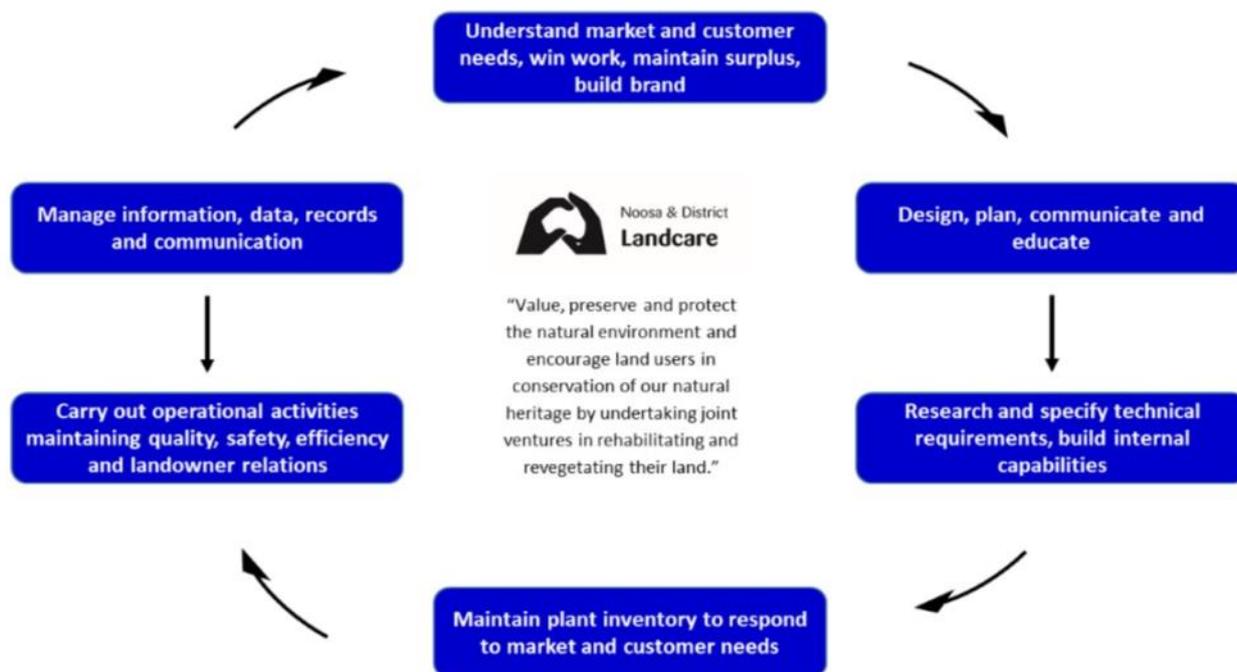
**960**  
E-news  
Subscribers

**As @ June 18**

Photo: NDLG Committee (2017/18) L-R, Dick Barnes, Melanie Hassall, Paul Steels, Luke Barrowcliffe, Geoff Black, Kim Barnes, Phil Moran

# Organisational Chart at 30 June 2018

## Organisational Chart



**Management Committee**  
 Luke Barrowcliffe (Chair), Dick Barnes (Treasurer), Geoff Black (Secretary), Kim Barnes, Melanie Hassall, Paul Steels, Phillip Moran

**General Manager:** Phillip Moran

<b>Business Development Manager</b> Rachel Lyons	<b>Projects Manager</b> Steve Husband	<b>Field Crew Manager</b> Hetti Malone	<b>Administration Manager</b> Kim Maddison
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<b>Project Officer</b> Rae O'Flynn	<b>Project Officer</b> Ilana Kelly	<b>Nursery Manager</b> Ered Fox <b>Nursery - Systems &amp; Production, and IT Manager</b> Owen Snowden <b>Retail Nursery Sales Officer</b> Margie Cosgrove & Jo Nicholls & up to 20 volunteers	<b>Administration Officer</b> Trish Bignall
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**Field Crew Manager:** Hetti Malone

**Field Supervisors:** Darrin Barden, Lucas Reid, Kyle Sanderson, Jon Smith, Alissa George (Skilling Queenslanders for Work)

**Field Crew:** Teresa Cronin, Rohan Fisher, Ben Hoekstra, Matthew Green, Kali Siecker, Dylan Sparks, Gabe May, Heather North, Casey Titchener,

**Trainees:** Sam Bielby, Erin Cadogen, Ruby McMullen, Connor Moss, Liam Scanlan, Joanne Nicholls

**Skilling Queenslanders for Work team**

# Who were our partners in 2017-18?

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.

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



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

# A glimpse in pictures of 2017/18



Staff and Volunteers Christmas Dinner, Dec 2017



Tree Planting—Pomona Early Learning Centre, June 2018



SQFW Trainees—Plantings at Noosa North Shore, Nov 2017



Macadamia Propagation Workshop attended by NDLG's Ered Fox and Liam Scanlon, Sept 2017.

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**4450**  
**Volunteers hours \***  
**(\$133,492)**

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\* Does not include Waterwatch volunteer hours



NDLG's Darrin Barden building a Frog Lunker in Cooroy Creek, Aug 2017



Boobook Owl—Owls Workshop NDLG, July 2017



## General Manager's Report



The financial year that has had some major highlights for Noosa & District Landcare Group [NDLG]. Winning the Fairfax Landcare Community Group Award for an outstanding community group that is working towards sustainable land use

and/or is undertaking on-ground action to protect, enhance or restore an area on behalf of the community, would have to one of those!

Others, such as the successful Elanda Plains planting project will be expanded on elsewhere.

Our working relationship with Noosa Council has been a real highlight for me this financial year. I was particularly pleased to see the re-establishment of the Environment & Sustainable Development section in council, with the new Director [Kim Rawlings] taking up this role. To strengthen the environment portfolio further, Craig Doolan joined the team as Environmental Services Manager. The 'Sustainability' side gets power from Annie Nolan [Zero Emissions Noosa, and Anthony Dow as Economic Development Manager] both under this umbrella. Noosa is rightly recognized for its environmental credentials, and the Mayor and Councilors' have delivered with the establishment of this team. Well done.

Whilst mentioning partnerships, Noosa Landcare has been very pleased to be part of the Sustainable Tourism Stakeholder Reference Group, an initiative of Tourism Noosa & Noosa Council. This group brings together leaders from across our community to address issues that Noosa faces regarding 'carrying capacity' of our region. Early stages, however we have been presented with some real data on accommodation in Noosa and the hinterland and a broad range of issues we face in the future.

Noosa Landcare continues to forge strong ties with our Tourism groups, including Tourism Noosa and Peppers Noosa Resort & Villas. Both organisations recognise that supporting our environment is integral to their prosperity and longevity. Amongst many initiatives they both have, they are partnering with Noosa Landcare:-

Peppers Noosa Resort & Villas is delighted to partner with Noosa District Landcare Group, who will plant a tree on behalf of every day delegate. This arrangement lead to planting of trees at the entrance to Kin Kin, and will continue again this year.

Tourism Noosa will provide funds from members to partially offset the emissions from major events held here in Noosa. These funds will be used to plant trees in our hinterland.

In another partnership with Tourism Noosa, we have been working with consultants, *Common Ground* to carry out a Noosa Trail Network Master Plan. This will look at the current Noosa Trail Network and suggest ways to make this more user friendly and accessible. It is hoped to also introduce visitors to our region to the magnificent Noosa hinterland.



*Continued on next page*

*Photo (top) : Aug 2017 Noosa River Catchment Crawl  
Photo (below): Federal MP Ted O'Brien, NDLG staff and Noosa District Highschool students at the Mimburi Planting Site, April 2017.*



## continued ...

Our work with Seqwater has increased with weed control occurring in the hinterland [Visini Rd] and around Lake Macdonald. Noosa Landcare is also partnering with Seqwater to improve water quality going into Lake Macdonald in 2018/19 F year. Another important item on the agenda for 2019 will be the upgrade to the spillway at Lake Macdonald and Noosa Landcare has been working closely with Seqwater on this project.

The Noosa Biosphere project [Keeping it in Kin Kin – stage 2] has been approved and this will be featured in this Annual report also. This ground breaking project involves a science based focus on rehabilitation efforts in the headwaters of the Noosa River.

Noosa Landcare’s on ground results are reflected in the number of trees planted, hectares of weed control and landholders engaged. Our less often seen focus is in training of our region’s young people. We have hosted two Skilling Queenslanders for Work programs in the last

financial year. We have also employed ten young people in First Start Traineeships. These people gain certificates and valuable experience that have led to many gaining meaningful employment locally. Many Landcare groups have membership made up of more ‘mature aged’ people. At Noosa Landcare, by employing and training our youth, we not only have a good succession plan in place, but also we gain a great deal by engaging with our young people – they are the custodians of our land for the future.

And one last thing that is often overlooked; the economic benefit that Noosa Landcare brings to our shire. We are a not-for profit group, and all our revenue goes back into our local economy. As you will see in the Treasurers report this amounted to \$1.94 million dollars last financial year.

**Phil Moran**



*Photo, top: Aquatic Weed ID Training with Seqwater Staff  
Photo, left: NDLG’s Field Crew planting some of the 340,000 trees at Elanda Plains*



# Business Development Manager's Report



The 2017/18 year was a period of continued substantial capital growth for Noosa Landcare on many fronts. We invested significantly in our people this year, setting ourselves up in all business units into the future.

After securing several multi-year large scale tree-planting projects in the previous years, 2017/18 was all about knuckling down and getting the work completed.

In addition to undertaking more than 125 discreet on-ground weed and revegetation type jobs, during 2017/18 Noosa Landcare continued to expand our new business areas including ecological assessment, NRM planning and consulting, and large scale (>20ha) offset planting. Further, our nursery commenced investigating and undertaking value-adding activities and broadening the products produced and sold in the nursery systems.

### Major Achievements:

- 128 on-ground work sites, several quite large in scale with multiple sub-sites, totaling over 33,000 hours in on-ground work
- > 184 ha of targeted weed control undertaken by our crews
- > 49 ha of revegetation undertaken and over 268,650 trees planted by our crews

- Expansion of our inventory management system and propagation scheduling in nursery operations, enabling us to expand to produce over 240,000 tubestock for the year
- Continued Leading edge science activities including:
  - \* LIDAR analysis and prioritisation of the Kin Kin Catchment to identify erosion hot spots;
  - \* Bioacoustic surveys of the Noosa Hinterland for the Coxen's Fig Parrot and funding of a North QLD field trip by ecologists to develop auto-recognition software;
  - \* Involvement in phytoremediation trials and activities (at Veolia's Wattle Glen site) for waste management; and,
  - \* Involvement in Alternative Chemical Use Trials.
- NRM Planning and Asset/Threat Assessment activities supporting Noosa Council's environmental planning and planning scheme development.
- New significant partnerships with Seqwater, Tourism Noosa and Queensland Koala Crusaders.
- Highly attended workshops and field days – 20 workshops and community events held and over 670 people attending.

*continued on next page*

*Photo, top: NDLG Crew Final Planting Day at Elanda Plains (June 2018)*



## continued ...

On the tender and grant submission front, it was a slower year for relevant available grants and tenders and all were consequently very heavily subscribed. The following statistics relate:

- Total Bids Submitted – 29
- Total Bids Successful – 17
- Tenders Withdrawn - 1
- Success Rate – 60%
- Total NEW Grant and Tender Funds Approved 17/18 – \$1,501,078

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

- 2 Green Army Teams – 18 participants.
- 3 Skilling Queenslanders for Work Teams – 24 participants over the whole year.

The five teams did some fantastic work at dozens of locations including Elanda Plains, Girraween Reserve, Noosa Northshore, Cooran Reserves, and several private projects associated with *20 Million Tree* and *Keeping it in Kin Kin* projects.

We have also had the opportunity to have 10 year-long formal Cert III traineeships operating during the 2017/18 year. Matt Green, Ilana Kelly, Kali Siecker and Owen Snowden started in December 2016, finishing in December 2017. Liam Scanlon, Ruby McMullen, Connor Moss and Jo Nicholls started in June 2017 and went through to June 2018. Sam Bielby and Erin Cadogen started in January 2018. The trainees have been involved in a variety of field, nursery and project work. The skills and enthusiasm the trainees bring to NDLG is a great asset to the group and the reciprocal experience and variety of projects they are involved in greatly assists each trainee hone their interests and develop their careers.

***Most significant however, is that 7 of the 8 graduated trainees are now employed by us.***

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.

As is the case with business development activities, often there is a significant lag time between effort and outcome. Several exciting new projects were initiated this last year, the fruits of which will be seen in the 2018/19 year and beyond. These include:

- *Noosa Koala Revegetation Project* with exciting partnerships with Queensland Koala Crusaders, Bodyshop Biobridge Program, Body Shop Australia and Peppers Noosa;
- *'Trees for Tourism'* project in partnership with Tourism Noosa, Noosa Triathlon and Noosa Food and Wine Festival
- *Seqwater Lake Macdonald Source Protection Program*, five year extension and incentive program.
- Kabi specified Indigenous Trainee program with Transport and Main Roads, (10 x 1 year Cert III Traineeships over 5 years).
- *Keeping it in Kin Kin* Phase II – which commenced in July 2018.

Looking forward to 2018/19, while there is plenty happening we will most likely see a flattening out of our 3 year-running income growth rate. This is due to a distinct lack of large scale grants around and much competition for the very limited smaller grants available. Nevertheless, we have exciting projects in the pipeline with our partners, good planning in place and a highly skilled team to deliver them.

**Rachel Lyons**

*Photo, top: Visini Rd Offset Planting—Seqwater*

# NDLG Strategic Plan—KPI Performance 17/18

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 2017/18 FY.

Goal	KPI	Annual Targets		
		Achieved (16/17 FY)	Target (17/18 FY)	Achieved (17/18 FY)
<b>ENVIRONMENTAL STEWARDSHIP:</b> Increase the area of abundant biodiverse landscapes under conservation management:	To increase the number of sites we undertake on-ground works in partnership with land managers by 10% per annum	186 sites	204 sites	128 sites
	To directly revegetate >150 hectares by 2020	33 ha	36 ha	49.57 ha
	To directly manage 1300 hectares of weeds to assist natural regeneration by 2020	290 ha	319 ha	184.49 ha
	To be working in partnership with 5 major land managers in on-ground projects in a formal capacity – e.g. QPWS, NC, SEQW, SCRC, HPQ, GRC.	5 active partnerships (QPWS, NC, SEQW, SCRC, HPQ, GRC)	5 active partnerships	6 Active partnerships with major land managers.
<b>PROMOTING LEARNING:</b> Grow community awareness of the need to protect and build our biodiverse landscapes:	To run 12 workshops per year and ensure workshop topics are relevant and connected to current landholder interests and on-ground projects. {Surrogate indicator}	19 Workshops >500 people attended	12 Workshops	20 Workshops 676 People attended
	To undertake 6 school visits / activities per year {Surrogate indicator}	8 School / University Visits	6 School / University Visits	10 School / University Visits (294 students)
	To achieve 30 landholder advisory/ consultation visits per year to undertake assessments, project design and property planning. {Surrogate indicator}  * Not including project extension property visits	28 landholder advisory/ consultation visits	30 landholder advisory/ consultation visits	35* landholder advisory / consultation visits (Gold Members)
<b>ENGAGEMENT AND ADVOCACY:</b> Promote the aims of the organisation through effective advocacy:	Participate and attend priority events (e.g. Council Planning Workshops) and appropriate committees (e.g. QWALC) to retain NDLG's relevance and contribution to regional planning, events and activities. (15 per year).	>20 events/ committees	15 events/ committees	21 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:	Maintain & adapt projects if not completed	7 Priority Programs in operation



## Administration Manager's Report



### What happened this year?!

Half way through the 17.18 FY Trish and Kim relocated from Station Street in Pomona to the RFC in Pavilion Street in Pomona, leaving Jo and Margie at the retail nursery to oversee plant sales, general enquiries, memberships, newsletters and social media.

Meanwhile Trish and Kim installed an Admin work space in the downstairs office of the RFC at Pavilion Street and continued to manage the financial and general administration of NDLG. Feedback from management has confirmed that the move has enabled an efficient communication between project officers, nursery and admin personnel, leading to a faster response time in processing tasks for all concerned.

### What do we do?

Although there is some cross-over between our roles, essentially Trish oversees accounts payable, with expertise in spreadsheet management for forecasting and depreciation, and application of high-level book-keeping skills. She is a fabulous manager of organised processes and keeps the flow of work timely, and directional.

Kim oversees the financial and general administration, is a member of the management team, oversees accounts receivable, processes payroll and general HR, reviews financial forecasting spreadsheets, prepares financial reports for audit, co-ordinates training and employment of Skilling Queenslanders for Work and First Start training programs, statutory reporting and executive support to the Management Committee.

### What have we achieved in 17.18?

As well as routine daily tasks, the Admin team has also managed to:

- Oversee on-the-job training of 1 x Cert III Business,

and 2 x Cert 1 in Business. All three persons are now employed.

- Manage the budget, training, induction and employment of 18 x Skilling Queenslanders for Work trainees, and extensive support to the SQW Team Supervisor.
- Oversee the set-up of Wild Apricot membership and events management database ready for handover.
- Relocate and set up a new administration office while remotely managing the retail nursery for several months.
- Create a number of new policies to support Health and Safety at Work, and Performance Management.
- Set up Single Touch Payroll for new reporting requirements under the ATO.
- Initiate a 12 month WHSQ program to identify, review and implement new safety actions.

### Kim Maddison



Photo (top): Station Place, 2017, Photo (above): Margie, Trish and Kim of our Admin Team



## Projects Manager's Report



2017-18 has been the year of 20 Million Trees projects. Our Round 2 projects – Kin Kin, Noosa Hinterland and Elanda Plains - all wound up at the close of the financial year. Remaining project sites were planted and

maintenance continued on planted sites right up to June 2018. Targeted replacement planting was carried out on a number of project sites, especially those damaged by flooding and heat in the previous financial year.

Our current Round Three 20 Million Trees project, Restoring Country at Mimburi on the Mary, was approved by the Australian Government Department of Environment in December 2017. On-ground work commenced with site preparation spraying in March 2018. Fencing and slashing work were carried out by the site manager on behalf of the property owner, Noosa and District State High School. By 8 June 7,500 trees had been planted. Federal MP Ted O'Brien and a posse of students helped NDLG workers plant trees on 27 April. This project will finish at the end of June 2020.

Other projects undertaken in 2017-18 include:

NDLG was awarded a 3 year contract by SEQWater for weed control, revegetation and maintenance at a Cedar Pocket (Visini Rd) property. This property is managed by SEQWater as an offset under the Vegetation Management Act 1999 associated with the Northern Pipeline Interconnector Stage 2 Project. Work by NDLG commenced in December 2017.

Cat's claw creeper vine control work was funded by MRCCC & HQPlantations on Tinana and Coondoo Creeks, part of the lower Mary River catchment.

Revegetation works were carried out for MRCCC at Imbil on the Mary River and on Kandanga Creek along

with maintenance on several older planting sites.

Prescribed burn work and fire tower observer work was carried out by trained NDLG staff for HQPlantations in the Mary Valley from August through to October 2017 when rain put an end to this work. Several NDLG workers and staff have completed nationally accredited fire crew competencies.

Fire management plans were prepared for Noosa Council covering two recently acquired nature refuges.

Scoping work for future revegetation and weed control work related to the handover of land at Ringtail and Yurol State Forests to Noosa Council.

In October 2017 an online work scheduling tool, Sling, was introduced. This freeware tool is now used to plan and manage work by the Conservation Services crews and trainees. Workers are notified of work shifts, sites, type of work and site details immediately by mobile phone and email. Sling also provides a messaging platform.

Tablet-based mapping to record and navigate around work sites was rolled out to all NDLG supervisors. Use of tablets in the field has provided useful safety benefits such as accurate, safe navigation to work sites, improved mobile phone connectivity, and immediate communication of digital maps and mapping data.

Workplace health and safety was improved through revision of safe work method statements, a safety systems audit by Worksafe Queensland, and improvement of site operations and safety management plans.

**Steve Husband**

*Photo: Elanda Plains Revegetation Site*

20 Million Trees Projects	Project Hectares	Overall Project Planting Targets	Planted FY16	Planted FY17	Planted FY18
CO2 Australia Elanda Plains Biodiverse Revegetation Planting	30	300,000	0	74,987	221,013
Elanda Plains Wetland Revegetation	4	40,000	17,029	22,971	0
Subtropical Lowland Rainforest Revegetation – Kin Kin	4.22	16,880	6,876	5,284	7,725
Re-establishing Subtropical Lowland Rainforest Habitat in the Noosa Hinterland	3.5	13,900	3,500	8,400	3,400
Restoring Country at Mimburi on the Mary	6	15,000	0	0	7,500
<b>TOTAL</b>	<b>47.72</b>	<b>385,780</b>	<b>27,405</b>	<b>111,642</b>	<b>239,638</b>

Table – FY 2016-18 20 Million Trees Projects

## Project Profile—Elanda Plains

Last financial year saw the completion of 34 hectares of revegetation at the Elanda Plains section of Great Sandy National Park. A total of 340,000 trees was planted over two and half years, beginning on 29 February 2016 and completed on 30 April 2018. Noosa Landcare Conservation Services crews, casual planters, Skilling Queenslanders for Work trainees, First Start trainees, and Green Army trainees all worked on these sites.

Noosa Landcare managed the Elanda Plains Wetland Revegetation project under Round 2 of the 20 Million Trees Programme. This project planted 40,000 trees over three sites – 4 hectares in all. The other project partner, Queensland Parks & Wildlife Service,

contributed 12,000 trees, as well as site preparation and some planting labour.

The huge CO2 Australia revegetation project was signed off as completed in June 2018. This project was sub-contracted out to Noosa Landcare and managed as a 20 Million Trees project by CO2 Australia. As with the smaller Elanda project, QPWS contributed site preparation and logistical support, as well as providing the 30 hectare planting sites. Further replacement planting on this project, delayed by rain for two months, is continuing at time of writing. More than 300,000 trees will have been planted by this project when replacement planting is complete.



Photo - NDLG's Contracting Crew celebrate the last planting day at Elanda Plains, June 2017



## Crew Manager's Report



I was warmly welcomed to Noosa and District Landcare Group (NDLG) in early December 2017. Closely guided by Steve Husband, Projects Manager I soon became familiar with the vast area and various projects and programs

NDLG worked within. Aside from the daily support provided to the field crew, my initial focus was two projects in Kin Kin for Healthy Land and Water. A summary table below of the Kin Kin Rainforest Recovery and Kin Kin Riparian Management 2017-18 projects highlight the immense achievements capable when environmental stewardship is high on the agenda for a community.

Previous extensive survey work conducted by NDLG provided accurate GPS locations identifying priority work areas and monitoring points.

The on ground works for these two projects equated to 20.5ha of improved management practices such as weed control, continued fencing installation and fence maintenance to keep livestock from sensitive riparian zones. Landholders also employed rotational grazing, weed control; fencing off water bodies, revegetation of bare or recovering areas and the release and monitoring of Leaf Sucking Tingid bug (*Carvalhotingis visenda*) for Cat's Claw management on their properties.

It has been interesting to receive reports of an increased level of Tinged activity observed on a number of properties both public and private (picture provided). In addition to the current Tingid activity in the Kin Kin area, we released an additional 10 boxes, each of 200+ bugs of varying life stages (picture provided). These releases have the potential to boost genetic diversity of the bug in future and further strengthen the existing populations.

Throughout my short involvement in these projects, I have come across some particularly engaged and committed landholders that are dedicated to continuing the work. Not only are they investing their own time and money, they continue to look for avenues of funding to help them complete their objectives. They are also talking to their neighbours, sharing the experiences they have had taking on the concepts, and seeing proof of the benefits of adjusting their practices.

The Green Army program significantly complimented the on ground works for these projects. The teams contributed work to four main areas in and around the Kin Kin Township. Access to these properties was done with the liaison of Noosa Council Officer Ken English, gaining the team access to treat these vines in clear view of the community goes a long way of raising awareness of this eco-changing weed.

Last but certainly not least, I must commend the commitment and sustained enthusiasm of the field crew and the inspiration they provide landholders. Through rain, on steep and slippery slopes with ticks and leeches trespassing, the crew continued to produce results. Despite the range of environmental conditions thrown at them, they still got excited about seeing increased Tingid activity and should all be proud of the outcome they achieved for each landholder. I am humbled by the opportunity provided me and grateful for the staff at NDLG warmly welcoming me.

**Hetti Malone**



Photo (top)—Crew Supervisor Kyle Sanderson releasing Tinged and Photo (below) - Tinged effect post-release.



## Nursery Manager's Report



2017/18 was a massive year for our nursery, with over 240,000 propagated thanks to the large Eland Plains 20 Million Tree Project. We were hesitant initially that we were going to be able to produce that many seedlings, but we did it.

I would like to thank Linda Curson (Propagation and Planning) and Margie Cosgrave (Retail Nursery, Information and Media) for their hard work and enthusiasm in the nurseries. Linda and Margie have since moved on and have been sorely missed. Linda and Margie leaving along with other factors have resulted in some restructuring of the roles and responsibilities in both the nurseries.

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

We currently have seventeen volunteers who give their time and energy in various different ways in the nursery. We have four new volunteers Di, Linda, John and Nita and they are already making a substantial contribution to our Community Nursery.

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

I would like to send thanks out for the generous donations of seed I have received over the last year. Thank you Mandy and Moto for donating wallum and heath species. Thank you Kym Michael for her sporadic

visits with gifts from the forest, I really appreciate it. A huge thank you to Bruce and Jeanette Glasby for your donations of local and sometimes uncommon rainforest species. And last but not least, a huge thank you to the recently retired Richard Winter (from QPWS) for his keen eye for seeds, supplying local native seed for our recent Eland Plains 20 Million Trees Project.

We have utilised our Tank water for use in the nursery irrigation, with approximately 1 month offset from town water supply use.

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

**Ered Fox**

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**241,892**  
**tube stock**  
**produced**

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*Photo (top): Nursery Volunteers—Nancy Dietrich, Eileen Ciolac, Hazel Lind, Jan Hutcheson, Mary Neil, Hazel Ross*

*Photo (bottom): Nursery staff Ered Fox, Ruby McMullen (trainee), Owen Snowden, and Connor Moss (trainee).*



# Skilling Queenslanders for Work Report

**Supervisor: Allissa George**

**Co-ordination: Kim Maddison**

Noosa and District Landcare Group Inc has been partnering with Department of Employment, Small Business and Training for many years, to provide short-term employment and training under the Skilling Queenslanders for Work program. In the financial year 17.18, sixteen trainees received a Certificate 1 in Conservation and Land Management, and two completed Certificate 1 in Business.

In the same period ten trainees in total were employed under the First Start Program to undertake a Cert III in Conservation and Land Management over a 12 month period.

These training programs attract a diverse range of abilities, skills, ages and interest levels, which provide direct pathways to longer term employment and/or training.

### What do the trainees do?

The trainees develop core skills, contribute to team building in the spirit of cooperation, build a work routine and time keeping, as well as learning a range of skills through the completion of on-the-job tasks while completing a nationally accredited qualification at a Certificate 1 or Certificate III level. Importantly, trainees are pivotal in contributing to the successful outcomes of many projects and community events.

On-the-job tasks include site safety assessments, brush cutting, sign erection, mowing, hand-weeding, herbicide application, seed collecting, nursery propagation and maintenance.

Recent trainees have worked on some of Noosa and

District Landcare Group’s most iconic projects including Coxen’s Fig Parrot Rainforest Restoration in Upper Pinbarren, Noosa North Shore Dune Restoration, Koala Fodder Tree Plantation in Cooran, and Elanda Plains Wetland Revegetation.

### Who do the trainees work with?

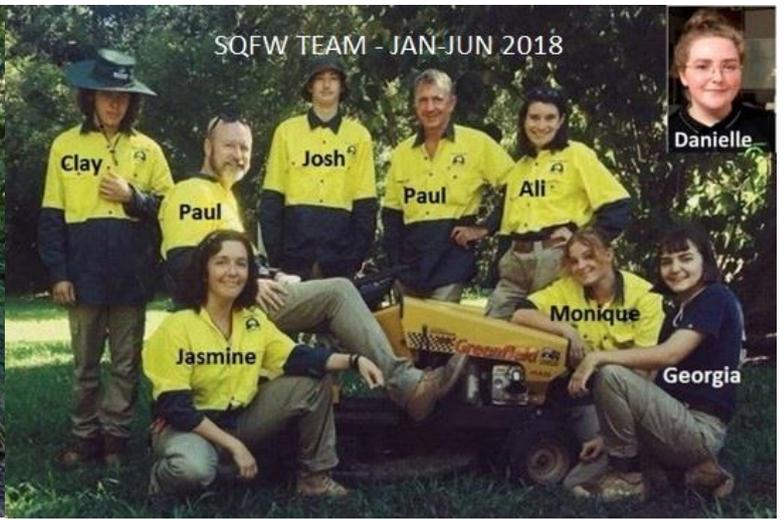
Together with Noosa and District Landcare the trainees work on project sites with National Parks, Sports and Racing, Noosa Council, Friends of Noosa Botanic Gardens, Cooroy Pomona Lions Club, and Mary River Catchment Co-ordinating Committee.

Dr Andrew Walker from UQ who worked with trainees to collect and identify caterpillars for a study of venom being done in the field of bio-medicine.

Joel Fostin, who is collecting data for use in the Pandanus Die-back Program, facilitated a workshop and field trip with trainees to monitor the trees and deliver direct seeding in support of dune stabilisation.



Photo (top)—SQFW Crew at Noosa North Shore—Weed Management and Revegetation Project  
Photo (above) - Team 1 2017 Team Photo



The trainees also worked with the Sunshine Beach Community Group and helped out at the Lake Macdonald Festival of Water and Noosa Botanic Gardens Plant Fair.

Further presentations were given by Phil Moran on weed identification, Rae O'Flynn on Catchment Health through a catchment crawl to monitor local waterways, and Luke Barrowcliffe on Cultural Heritage.

**What are the outcomes?**

July 2017 to June 2018

- Total seedlings planted: 16,600
- Total area worked: 10 acres
- Crew Seed collecting days: 15
- 10 x individual external speakers at Friday Forums
- 6 x Community engagement and special projects
- 90,000 seedlings potted up
- 90,000 plants transported to project sites
- 18 x Safety White Card and Council Safety Inductions

- 18 x First Aid Level II
- 16 x Chemical Accreditation (ACDC)
- 2 x Reckon Accounts Training
- 16 x Certificate I in CALM and 2 x Business Administration

**What happens when the traineeships finish?**

Skilling Queenslanders for Work is a program designed to assist persons into employment or further training. Trainees are supported and encouraged to seek employment that suits their level of their ability, commitment, and interest. This is done by working through an individualised training and support plan and services, and also providing 'back to work' presentations, with encouragement through the phases of resume preparation, job applications, and interviews.

Two months after the completion of the 2017 program, there were 78% trainees in employment, and a further 20% undertaking other accredited training.

**Allisa George and Kim Maddison**



Photo (top)—Team 2 2017 and Team 1 2018 Team Photos  
 Photo (Left) - SQFW Team at Elanda Plains, March 2018  
 Photo (Right) - SQFW Trainee Brushcutting Noosa North Shore, April 2018



## Water Watch Program Report



The 2017-2018 period saw some good times and some bad times, but mostly it was just getting on with the job of collecting data on the physical parameters of some of the waterways in the Noosa Catchment.

The most memorable time for me was experiencing the joy of becoming a temporary member of the Tuesday Potting Club, when they and the Skilling Queenslander's trainee team, joined me on an intrepid journey through the Noosa Catchment. Laughing, eating, drinking coffee with a little shopping on the side and some measuring of water was the order of the day!

Other memorable days were spending time with the students of Pomona early childhood centre looking at water bugs and planting some trees. With Noosa & District High School students there was a quick of switch hats (and brain) to the Year 12 Biology at the Six Mile in Cooroy; Year 11 Geography at Mimburi; Year 9 Summit group presentation; and the year 7 STEM group on the Noosa River. I also included a trip to Chris Kenny Park on the Six Mile in Cooran with the home schooling group. Thanks to SEQ Water for Life community grant for funding all of the above events plus a bit more.

Of course we had the regular and ongoing events such as monitoring of 46 sites across the Noosa Catchment by approximately 26 dedicated and stoic volunteers. Rain, hail or shine (well, maybe not hail) they would gladly carry the 4.3kg back pack encasing the trusty Horiba U52, to their allocated site destination and measure the physical parameters of the water way that was in their charge. You all have the greatest of respect from not only myself but all of us here at Landcare.

So we come to the end of an era. The Water Watch program as we know it, has ceased to exist. With funding drying up it was difficult for NDLG to sustain the program. The water watch program began some 20 years ago and did what it set out to do...get people out of the house and down to the local creek. The program was begun what is now known as citizen science and feed the growing awareness of what happens in our local environment, particularly our vital water way ecosystems.

There is a plan in the making that will see a new and renewed program initiated with a more strategic approach to measuring water quality. With a number of key groups including Mary River Catchment Care Committee, Noosa Council, Noosa Integrated Catchment Association, Healthy Land & Water and NDLG, creating a broader, integrated look at the Noosa Catchment as a whole.

Thank you again to all the volunteers that have put in over the years to the Water Watch Program.

See you down at the creek!

**Rae O'Flynn**



*Photo, top: SQFW Catchment Crawl (May 2018).*

*Photo, above: Catchment Crawl Volunteers— Don Ross, Mary Neil, Terry MacDonald (August 2017)*



## Special Project — Keeping it in Kin Kin



Lake Cootharaba and its related ecosystem in the Noosa River Catchment, South East Queensland is a system in condition decline.

The lake has been revealed in past studies to have unnaturally high levels of Total Nitrogen within the water system along with high levels of sediment load on the benthic floor. This, along with recreational and commercial fishing pressures, are critically impacting the health of the lake.

There are two river systems that flow into the Lake Cootharaba; Noosa River which feeds from Teerwah Creek and flows through Cooloola National Park, a branch of the Great Sandy National Park, and Kin Kin Creek. Of the two systems studies have confirmed Kin Kin creek to be the major contributor of sediment influx due to the inherent geology, nature of land use in its upper catchment being predominantly agricultural and farming, and a history of land clearance.

To begin to address this problem the Keeping It In Kin Kin (KIIKK) project was initiated. It is a project aimed at determining the origin locations of the sediment, the nature and type of points of erosion, and the possible remediation processes to reduce sediment levels. Establishing sediment origin location and type was achieved through analysis of remote sensing imagery, Light Detection and Ranging (LIDAR) and the layering of images collected over the period of 2008 – 2015. With in-depth analysis - comparing elevation and slope, geological and soil type and increase or loss of soil levels - soil movement, the type of erosion and the likelihood of erosion could be determined.

Once these hot spots were determined, for ease of

assessment and best chance of success of remediation, the region was split into 17 sub catchments. A number of influences were established for prioritisation criteria to be defined. With some ground truthing and active engagement of the local landholders and individual property assessment within those subcatchments, remediation processes could commence.

The project, led by Noosa & District Landcare Group, is a partnership between a number of organisations including Noosa Biosphere Reserve Foundation, Healthy Land and Water, The Thomas Foundation, Noosa Integrated Catchment Association, Noosa Parks Association, Noosa Council, Country Noosa, and Kin Kin Community Group.

We are now in the process of actively engaging landholders within the 'top five' subcatchment hot spots and when the opportunity arises we can hit the ground running and begin remediation.

The KIIKK project is long term and NDLG and their key stakeholders are looking at the big picture. This assessment and analysis will allow on ground works to be strategic and I look forward to getting to know more of the local Kin Kin landholders, to achieve the best outcome for them and the environment.

Rae O'Flynn



Photo, top: Ground-trothing field day with Stakeholder Groups—Keeping it in Kin Kin, Nov 2017.



## Special Project — Coxens Fig Parrot Surveys



During the past 3 years many great milestones have been accomplished in our search for the critically endangered Coxen's fig parrot (*Cyclopsitta diophthalma coxen*) in the Noosa Hinterland. Starting as an ambitious idea discussed amongst ourselves in the office soon lead to a

successful grant application to the June Canavan Foundation that secured funding to purchase our first pair of survey equipment. The momentum of the project continued to grow from there. Noosa Landcare worked closely with Senior Conservation Officer Dr Ian Gynther of the Department of Environmental Science and Biologist and Bioacoustic Specialist Ted Petersen to develop a survey plan for the Coxen's fig parrot in Upper Pinbarren region. Our newly purchased audio and photographic equipment were placed in food trees of the fig parrot, rotated between different species of native figs across the Upper Pinbarren valley. Another grant from the Gambling Community Fund and a successful crowd funding campaign allowed Noosa Landcare to increase our survey effort, with five sets of equipment now in the field.

We were amazed and incredibly grateful of the generous donations from the community during our crowd funding campaign. With over \$12,000 raised for equipment and most excitingly to help the development of an automated acoustic recognition software system for the Coxen's fig parrot. The development of this specialized software represents a massive leap in bioacoustics science and the conservation of the Coxen's fig parrot and other endangered bird species.

Last September, Dr Ian Gynther, Ted Petersen, Allison Beutel from Currumbin Wildlife Sanctuary and Ilana Kelly

from Noosa Landcare travelled to North Queensland as a part of a research expedition to record the call repertoire and behaviours of the Macleay's fig parrot, a sister species of the Coxen's fig parrot understood to have a similar call as the Coxen's. The trip was a massive success. The team (pictured below) collected incredible amounts of call recordings and video footage of the Macleay's fig parrot in the wild. The data from this trip has gone towards generating a call log for the recognition software, helping with the accuracy of the software.

Currently, the software is in its final stages of development. We are very excited to start trialling this recognition software with the data we have collected in the Noosa Hinterland and hopefully get confirmation of the parrot's existence in this region!

**Ilana Kelly**



Photo, top: Field Surveys for Fig Tree Monitoring Locations in Pinbarren—NDLG's Ilana and Rae with DES's Dr Ian Gynther, Sept 2017.

# 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

## 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

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.



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*Photo: Staff Photo June 2018*