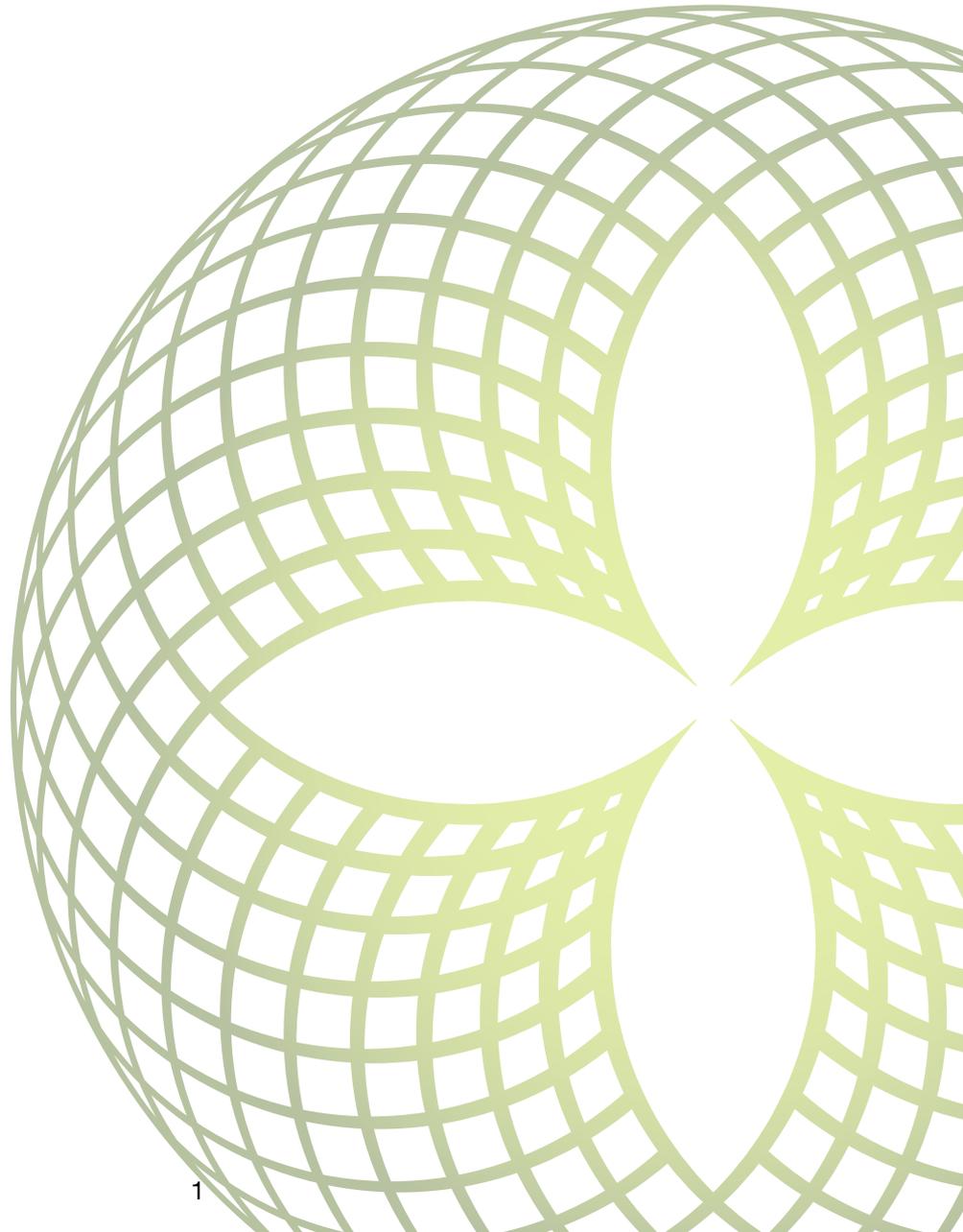


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NOOSA BIOSPHERE RESERVE FOUNDATION

ANNUAL REPORT 2018/2019



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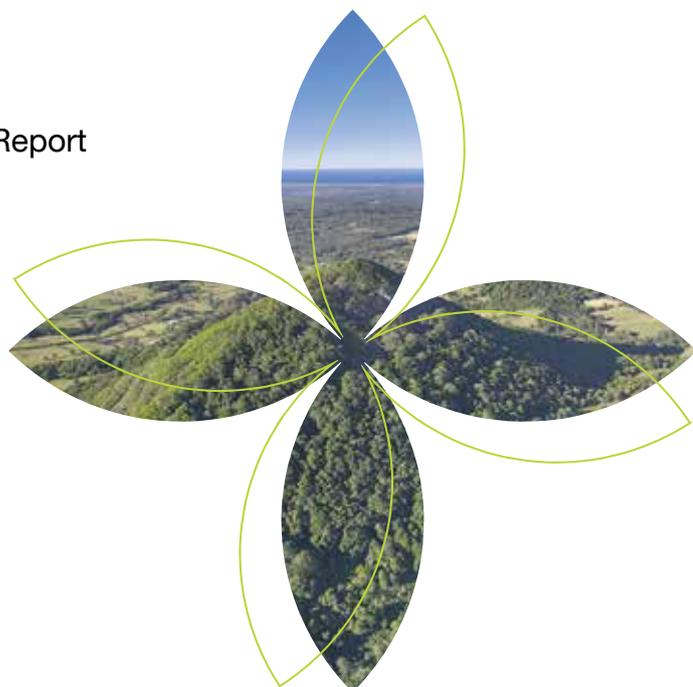
For ease of reading, this Annual Report has been written at three levels. For those wishing to get the key messages, the Report from the Chair highlights these. Reading the whole report will cover all activities. For those wanting detailed points on specific issues, extensive appendices are included.

CONTENTS

1. Report from the Chair (Dick Barnes)
2. Fiscal Accounts Headlines
3. Management Accounts
4. Status of the Periodic Review
5. Projects at Hand & Projects Completed
6. New Ways of Working
7. Progress on New 'Big Ideas'
8. Communications & Community Involvement
9. Links to Council
10. Working with NCBA
11. Resourcing
12. Key Business Parameters
13. Conclusion

APPENDICES

- A. Audited Accounts and Auditors Report
- B. Management Accounts



1. REPORT FROM THE CHAIR (Dick Barnes)

I am pleased to provide this Annual Report for Fiscal 2018/19 to the Members of NBRF, to the Noosa Shire Council and hence to the Noosa community in general. The report from the Chair aims to highlight important activities and future initiatives.

FINANCIALS

We are pleased to say that, once again, we have a clean audit report.

For this, I would like to thank here Sarah Radge (our admin support), Tanja Maclachlan (book keeping support), Rebecca Armitage (accounting support from Otto & Partners) and James Kenward (SAAS Audit). We have many complex transactions involving quite large sums of money and I thank the team for keeping this under control.

As the following sections 2 and 3 show, the NBRF is meeting it's commitments and has adequate reserves for the immediate future.

NEW WAYS OF WORKING AND PROJECTS

Following the extensive debate last year around the funding of NBRF, the Directors were charged to bring forward and action "big ideas" themselves rather than by running grant rounds. Community engagement would still be a part of the identification and action plans for the ideas.

As described later in section 6 (New ways of Working) to help with this, we have adopted a methodology that covers brainstorming, expert research, piloting and implementation. This was pioneered in the Bring Back the Fish project and has proved very useful.

For most of this reporting year, we have concentrated on finishing the projects in hand (section 5) and in developing potential ideas for the future (section 7).

In summary, we have finished most of our projects from the Grant Rounds and are developing an exciting portfolio of future big ideas.

FUNDING AVAILABLE

As a result of the new funding agreement, we are very grateful that the Council has funded our operational budget to the tune of \$120,000. This is a small reduction on previous years in line with general efficiency cuts. This is particularly important as it enables the Board to leverage the work of the volunteer Board with expert support and research.

\$250,000 was carried forward from last year for projects. We have started funding new ideas from this and it will be supplemented in the future from specific project grant applications to both Council and elsewhere.

FUND RAISING

We have been challenged to increase our level of fund raising and this has just started alongside our new approach to big ideas.

We would point out that we operate a three to one leverage on any funds we provide and, so far, our activities have brought in additional cash contributions of over \$600,000 together with "in kind" effort approaching \$1.5m. Perhaps we have not stressed this enough in past presentations and reports.

UNESCO 10 YEAR PERIODIC REVIEW

We are pleased to say that our joint submission with Council of this extensive report on our 10 year progress was very well received and complimented on. A summary of the UNESCO comments is given in Section 4 – Status of Periodic Review. Our congratulations to all involved.

BOARD OF DIRECTORS

Early in the year, a recruitment process was actioned to replace the vacancy created by the resignation of Michael Gloster. In addition, our constitution allows for between 6 and 8 Directors. Given that individual Directors take responsibility for areas of interest, we decided to raise the number to 8 from the existing 6. I am pleased to say that we recruited 3 excellent Directors – Rex Halverson, Greg Schumann and Deana Lane who were appointed at last year's AGM.

Since then, we have had a number of further resignations. Professor Karen Hussey, Clare Cartwright and Dick Barnes are stepping down at the next AGM happening shortly. Karen has increased work commitments at UQ. Clare has given significant service for over 3 years particularly in the legal area and as Deputy Chair. I myself am going on to pursue my agricultural endeavors in the Noosa Hinterland.

I am pleased to say that another successful recruitment has been undertaken and three appointments are being recommended to the Members at the coming AGM – Professor Rod Smith, Mr Jady Smith and Mr Duncan Thompson.

It is also recommended that Rex Halverson be appointed Chair and Greg Schumann as Deputy Chair.

Full details of the recommendations are given in Section 11 Resourcing. In particular, the role of Adviser is proposed which could also act as a way to improve the gender balance on the Board.

In both recruitments, Member Judy Castledine and Councilor Brian Stockwell were very helpful members of the interview panel.

I would like to thank the Directors and Members for their great help and contribution during the year.

COMMUNICATION

We would like to thank Alison Cooper and Sarah Radge for the great improvements achieved in our communication activities and our website.

NOOSA COMMUNITY BIOSPHERE ASSOCIATION

NBRF is keen to help the NCBA re-establish itself after some recent turmoil. They successfully ran Biosphere Day last year and have a BioFest planned shortly.

IN SUMMARY

2018/19 has seen the completion of many first class projects and the development of a new approach to generating and implementing “big ideas”.

The team is strong and the NBRF is resourced in both personnel and funding for the job in hand.

I would like to take this opportunity to thank the Councilors and Staff of Noosa Shire Council for the support they have given NBRF and myself in 2018/19.

2. FISCAL ACCOUNTS HEADLINES

The Auditors report and the statutory accounts are included in detail at Appendix A.

We are required to report against relevant accounting standards. This complicates the presentation as grants can only be counted as income as they are paid out and not when received. The balance of the grant is held on the balance sheet as an asset with an offsetting liability.

Also, the fiscal accounts consolidate the financials into one P&L. On an operational management basis, we measure financials by project and use cash based accounting to give a simpler set of management accounts (see next section).

Using the Auditors fiscal figures:-

INCOME

In summary, NBRF had a total income of \$497,714.

\$179,027 was provided by Council from the Environmental Levy in line with the second round of projects.

\$172,000 was used in operational expenses with \$140,000 provided by Council and \$32,000 from reserves.

\$71 interest was received from deposits.

EXPENDITURE

The Auditor shows expenses as \$411,602 giving an increase in Net Equity of \$86,183.

Of the total of \$411,602, payments to project grants totalled \$357,714.

This leaves operational costs of \$53,888. This is lower than usual due to the changed approach to "Big Ideas". The carry forward will be used in FY19/20 which will be a big year.

Of this \$29,125 are people and consultancy costs, and \$24,763 are other expenses.

During 2018/19, we finished off many grant projects, planned new strategic initiatives and actioned a

substantially increased media and communication approach.

We do not have any employees but hire expert help from consultants as required. In this way, we believe we can be more effective using a small part of a specific expert rather than employing one generalist.

Of the other expenses, the principal items are accounting/bookkeeping, audit fees, and insurance. Total expenses has remained relatively level at around \$22,000 per annum. The increase shows increased investment in communication.

The full detail of the operational expenses is shown on page 13 of the Auditors Report.

BALANCE SHEET

NBRF has no significant capital assets.

Our total assets are \$498,501 of which \$498,501 are the Foundation's deposits reflecting grants not yet paid out or allocated. The drop in assets reflects grants completed.

Total liabilities are \$359,851 and liabilities for planned grants rounds are \$341,862.

This figure includes remaining funding for the large projects of 2015/16, the new projects of the 2017/18 round, new initiatives plus monies not allocated at present.

The difference between assets and liabilities is a surplus on operational expenditure of \$138,640 carried forward to 2019/20 for the increased activity envisaged.

We would be happy to answer any more detailed questions but hope this gives an easily digested picture of Fiscal 2018/19.

3. MANAGEMENT ACCOUNTS

The fiscal accounts are quite complex due to the correct accounting treatment of grant monies not paid out as a balance sheet liability. The fiscal accounts consolidate everything into one P&L and we wish to manage by project and operational expenses. Finally we want some actionable reports we can use on a monthly and year to date basis.

We have implemented a system of Management Accounts to help us do this. A copy of the full year management accounts for 2018/19 is given in Appendix B. This is completed on a simpler “as it happens” cash basis.

These are now in regular use in the Board Meetings.

4. STATUS OF THE PERIODIC REVIEW

After much work between NBRF and the Council, our 10 year periodic review of progress was submitted to UNESCO. The document is an in depth analysis of our progress since designation in 2007 and our future plans. The following media release by Council is a great summary of the result of our submission:-

Noosa Biosphere Reserve gets the nod of approval from UNESCO's 10-year review

Noosa Shire's place among the world's biosphere reserves is assured for another decade, with UNESCO giving Noosa Biosphere Reserve the 10-year tick of approval.

Mayor Tony Wellington said the acknowledgement is another win for the region.

“It is wonderful to receive confirmation that UNESCO has not only confirmed the ongoing status of the Noosa Biosphere Reserve, but that they have done so with accolades.

“Noosa Shire was designated a Biosphere Reserve in 2007 by UNESCO's Man and the Biosphere program. In true pioneering Noosa fashion, it was the first biosphere designation in Queensland,” he said.

The World Network of Biosphere Reserves, which recognises areas that demonstrate a balanced relationship between nature and people, now consists of 701 biosphere reserves in 124 countries.

In its review, the Advisory Committee acknowledged the efforts to manage tourism and the Noosa Biosphere Reserve Foundation's initiatives across the restoration of fish in the river and work on koala populations.

“All Biosphere Reserves are required to carry out periodic reviews and report back to UNESCO. This is Noosa's first assessment, and it appears we passed with flying colours.

“The Advisory Committee noted our Zero Emissions Noosa objective, and encouraged authorities to continue efforts to reach this goal. They also commended Noosa on its efforts to deal with feral animals that present major threats to biodiversity conservation, entreating us to share our experiences with other biosphere reserves that also suffer from invasive species.”

Mr Wellington said this achievement must be shared by many.

“I want to thank everyone who has been directly or indirectly involved in the Noosa Biosphere Reserve management and activities over the past 12 years.

“The Man and the Biosphere program seeks to encourage actions that improve the overall relationship between people and their environment. Enjoying a great living and working environment, whilst protecting and respecting the natural environment – that's exactly what Noosa is all about.”

5. PROJECTS IN HAND AND COMPLETED

We fund and support transformational projects that protect biodiversity and enhance the Noosa Biosphere Reserve lived experience.

| OVERALL PROJECT INVESTMENT & VALUE | | | |
|------------------------------------|----------------|---------------|----------|
| NBRF FUNDING | CASH & IN-KIND | PROJECT VALUE | LEVERAGE |
| \$864,790 | \$1,835,100 | \$2,699,890 | 3:1 |

BRING BACK THE FISH (BBTF)

There has been great progress in completing many parts of this program in 2018/19. This was approved as a major, multi-year collection of three projects in the 2015/16 NBRF grant round.

It had been noted that, over many years, there had been a decline in fish stocks in the Noosa River. The aim of the program was to research and pilot what could be done to restore things. A significant scientific workshop of experts was held to understand the cause and potential remedies.

The going in position was that there should be more mangroves and sea grass in place. However, the workshop conclusions were that oysters and prawns are important food sources for the fish to be able to develop and their population needs to be increased. The key problems to be overcome are the lack of structure on the river bed plus the sediment entering the catchment.

Noosa Council is an active partner in all aspects of BBTF as part of the latest Noosa River Plan.



Three projects were approved and progress is noted on each below:-

BBTF : OYSTERS

The aim was to research and test putting oyster reefs into the river to provide a structure for the oyster spawn already in the river to settle on and develop.

The University of the Sunshine Coast provided a team to undertake most of this work under Professor Thomas Schlacher.

It took some time and expense to get the necessary permits from the marine authorities as the reefs had to be natural to put into a fish habitat area. The Council was very helpful in this as the permits could only be provided to them. Reef marking and liability insurance was also an issue. All lessons for the future.

Natural reefs were designed and built by USC using old oyster shells in bags that would decompose overtime as the reef settled and bonded. These reefs were constructed to be both good oyster structure and attractive fish habitats.

Fourteen sites were chosen and reefs, each consisting of 9 bags, were installed. The plan was to measure progress twice each year for three years. It was clear that these were going to be a success after only 18 months. Oyster settlement and growth were very good and consolidation of the reefs worked well. This was sufficient success to initiate planning for the implementation phase.

Unfortunately, boating traffic seems to have significantly damaged 10 of the reefs despite extensive signage and marker buoys. This damage correlated with the Christmas/New Year boating peek and we suspect that it resulted from an awareness that the reefs were attracting fish in large numbers. Fortunately sufficient evidence of success had been achieved so that the next phase could be initiated. Obviously reef design and marking needs to be changed to avoid future damage.

Monitoring will continue on the remaining 4 sites to meet the permit requirements of three years recording. Also, in line with the permits, the damaged 10 sites were removed.

From the NBRF perspective, this project has achieved its research and piloting objectives.

Noosa Council and The Nature Conservancy have agreed to jointly fund a \$2.4m project to fully implement oyster reefs in the Noosa River based on the NBRF pilot project.

We see this as a wonderful example of the development and implementation of a “big idea”.

As part of the future program, we have included a joint project with Griffith University to look at what oyster species are present in the Noosa River. Griffith have undertaken such a study in Moreton Bay. Oyster diversity is seen as a major issue in constructing a resilient population given the history of oyster disease. Interestingly, historically, Noosa oysters were dredged and taken to Moreton Bay for fattening. It will be interesting side issue to identify if Moreton Bay oysters are really Noosa oysters!

| USC OYSTER REEF PILOT PROJECT | | | |
|-------------------------------|----------------|---------------|----------|
| NBRF FUNDING | CASH & IN-KIND | PROJECT VALUE | LEVERAGE |
| \$283,500 | \$746,500 | \$1,030,000 | 3.6:1 |



BBTF : PRAWNS

The University of Queensland under Professor Greg Skilliter was chosen to help with this project.

The aim is to understand what key actions can be taken to bring back the prawn population in the Noosa River.

Apparently, the prawns feed on the macro-invertebrates in the “Benthic” layer at the top of the river bed. Many ingenious small creatures live in this layer and prawns dig into this to find their food.

Fortunately, Professor Skilliter had undertaken a survey of this layer in the Noosa River some 20 years ago. Therefore, a research program was set up to measure both the numbers and diversity of the macro-invertebrates now present and compare to the previous history.

Initial findings suggest a worrying decline in both number and diversity of the food available to prawns.

Given that, Professor Skilliter and his team have been asked to complete the assessment and also, if possible, suggest possible causes and solutions.

We await the final report with great interest. Anecdotally, the amount of sediment coming down the catchment may be a cause plus any potential long half-life toxins present from a number of sources.

We can already see that a study of toxins in the river bed is going to be required and is included in the forward program.

| UQ PRAWN & RIVER BIODIVERSITY STUDY | | | |
|-------------------------------------|----------------|---------------|----------|
| NBRF FUNDING | CASH & IN-KIND | PROJECT VALUE | LEVERAGE |
| \$157,800 | \$287,000 | \$444,800 | 2.8:1 |



BBTF : KEEPING IT IN KIN KIN

Sediment in the Noosa catchment has been identified as a major problem for the health of the river.

Furthermore, the extreme rain events and the associated weak structure of the Kin Kin catchment has been identified as a major source of this sediment.

The “KEEP IT IN KIN KIN” project, led by Noosa Landcare, aims to find ways to hold this sediment back as both a benefit to the Noosa River and to the agricultural land in the catchment.

A previous LIDAR study 10 years ago had produced detailed contour maps of the catchment and the aerial technique enabled the contours of the soil to be seen through vegetation etcetera.

In this project, the LIDAR study was repeated on the current catchment and the two contour maps compared. From this it was possible to see where land had eroded and been deposited.

The amount of soil lost from the catchment is a staggering amount in millions of tonnes over the period.

This study enabled priority erosion areas to be identified and priorities agreed.

Various workshops have been held with the help of Country Noosa to present erosion prevention techniques to the local community.

The project has now finished and a range of “shovel ready” priority projects has been identified that are awaiting significant funding from a range of possible grant sources.

To keep up the momentum, an Extension Officer has been funded in Landcare from a number of areas.

The implementation of the priority projects will be followed with interest but direct NBRF involvement in this big idea is complete.

| LANDCARE KEEP IT IN KIN KIN PROJECT (PHASE 1 & 2) | | | |
|---|----------------|---------------|----------|
| NBRF FUNDING | CASH & IN-KIND | PROJECT VALUE | LEVERAGE |
| \$197,900 | \$246,280 | \$444,180 | 2.2:1 |

Bring back the Fish Summary

Overall the total leverage of the BBTF program is 3:1 as targeted.



NOOSA ENVIRONMENTAL & CULTURAL LEARNING TRAIL

Development of a knowledge bank focussed on understanding culturally significant landscapes and iconic species.

This project aims to facilitate indigenous-led cultural tourism and economic opportunities involving a better understanding of Noosa’s indigenous heritage within the Noosa Biosphere.

The project was led by Marine Ecology Education Indigenous Corporation ICN in partnership with Ecological Service Professionals Pty Ltd. Support is being provided by Dr Simon Walker, Dr Ben Diggles, Mr Dwayen Eggmolesse and Ms Bree Pinner.

The main outcome is to develop a cultural knowledge bank in a variety of mediums focused on understanding the cultural significance of iconic species and places in the Noosa River, Lakes and broader catchment.

The project is aiming for public release of materials early in 2020.

| MEEIC CULTURAL LEARNING TRAIL PROJECT | | | |
|---------------------------------------|----------------|---------------|----------|
| NBRF FUNDING | CASH & IN-KIND | PROJECT VALUE | LEVERAGE |
| \$19,500 | \$11,000 | \$30,500 | 1.6:1 |



KOALA FOREVER NOOSA

The overarching objective of the Koala Forever Noosa project is to secure the long-term survival of koalas in the Noosa Biosphere Reserve, and to develop an initial blueprint for wild koala eco-tourism within it. To do so, the project will focus on, identification of conserved koala and vegetation corridors across the Noosa Biosphere Reserve. This project will also contribute as a case study for WWF-Australia (an important project Partner) in the context of the establishment of a functional koala corridor from Brisbane to the Fraser Coast. Protecting koala populations from fragmentation through protection of a functioning corridor network is an important initiative in reducing the risk of extinction to local koala populations.

In early 2019, following a thorough review of available vegetation mapping data sets, GIS analysis of vegetation across the biosphere was completed, with important koala corridors identified. The criteria that was used to map important koala corridors included corridor width, connectivity to adjacent patches, vegetation type and the presence of koala records. Field surveys with detection dogs were then completed across a range of sites throughout the koala corridor network. In all 155 sites were surveyed with koala presence detected at 78 sites (50%). From the surveys, 135 fresh koala scat were collected for genetic analysis. Genetic analysis has commenced and it is currently forecast that data will be available by December 2019. The information will be used to inform the identification of important koala corridors that provide for genetic movement throughout the local koala population and the potential to link to other koala populations across the region.

The Project is currently approximately 4 months behind schedule, largely due to delays to access State conservation network (Ringtail and Yurol State Forests) for surveys with the use of the detection dogs (note dogs are not permitted in the Qld Conservation Estate). This was overcome after a 3 month delay in permitting. From the end of 2019 USC will collaborate closely with NPA to commence work on defining an ecotourism blueprint by mid-2020.

| USC NOOSA KOALA FOREVER PROJECT | | | |
|---------------------------------|----------------|---------------|----------|
| NBRF FUNDING | CASH & IN-KIND | PROJECT VALUE | LEVERAGE |
| \$40,000 | \$90,000 | \$130,000 | 3.2:1 |



RURAL ENTERPRISE PLAN

Country Noosa seeks to promote sustainable agriculture, horticulture and other rural enterprises in the Noosa hinterland through field days, workshops, projects and social events to support and strengthen community cohesion.

The NBRF has sponsored Country Noosa to produce a study into how positive trends in the Hinterland can be encouraged through rural enterprise – The Rural Enterprise Plan. The project is a joint activity involving Country Noosa, University of the Sunshine Coast, Social Deck, Sandra O’Sullivan and Nicole Duguid with extensive community involvement.

The program was delivered over an eighteen month period from April 2018 to October 2019 and encompassed the following activities:

- Workshops to engage with the community to uncover rural enterprise opportunities,
- A comprehensive survey designed to understand current and future land use in the Noosa Hinterland area,
- Digital mapping of land use through a GIS mapping system to enable analysis of the current land use and identification of future economic opportunities,
- Consumer behavior study to identify prevalence of and motivators for local food use and consumption,
- The development of nine concept papers, guided by community input to explore areas of opportunity, enablers and provide information. These papers are to assist greater Rural Enterprise activity and increase knowledge sharing about rural land use in Noosa, and in part function as ‘how-to’ guides for future enterprise.
- Networking and collaboration opportunities to discuss rural enterprise opportunities and partnerships.

The final report is now available and the team is now organizing how best to communicate the work effectively to the community.

| COUNTRY NOOSA RURAL ENTERPRISE PLAN PROJECT | | | |
|---|----------------|---------------|----------|
| NBRF FUNDING | CASH & IN-KIND | PROJECT VALUE | LEVERAGE |
| \$65,000 | \$74,000 | \$139,000 | 2.1:1 |



NOOSA TRAIL MASTER PLAN

The project will deliver a Master Plan for the Noosa Trail Network – a network of eight hinterland trails passing through diverse areas within the Noosa Biosphere Reserve including national park, state forest, private property, council parks and road reserves.

The project is led by Tourism Noosa who have partnered with Noosa and District Landcare and the Noosa Council’s Economic Development Department.

Stakeholder engagement involved bike clubs, equestrian groups, commercial operators, QPWS, community groups and Noosa Council.

A key outcome of the plan will be the delivery of a detailed strategic action and implementation plan that addresses trail enhancement, case studies, funding models/costs, infrastructure requirements, economics and sustainable jobs, erosions, revegetation and weeds, water, risk management plan, marking and education information.

The initial consultants Common Ground has handed over their findings to TRC Trails who have compiled a broad strategic overview for comment by key stakeholders. The final draft of the plan is intended to be finalised by December 2019.

| TOURISM NOOSA TRAIL MASTER PLAN PROJECT | | | |
|---|----------------|---------------|----------|
| NBRF FUNDING | CASH & IN-KIND | PROJECT VALUE | LEVERAGE |
| \$19,500 | \$30,700 | \$50,200 | 2.5:1 |



ROADMAP TO 100% RENEWABLE ENERGY

The NBRF funded in 2018 the Zero Emissions Noosa’s (ZEN) roadmap titled Achieving 100% Renewable Energy in Noosa Report. The work was prepared by Dr Rob Passey from ITP Renewables and was delivered in October 2018.

This report baselined the challenge for the Noosa Biosphere in moving to a Zero Emission position by analysing our region’s energy patterns and detailing a path forward to achieve a zero-emission future. The report showed that power usage in the Noosa Shire was at 56% private housing, with 44% being business and industry.

The report also highlighted that although roof top solar has seen significant increase in ownership in the private housing sector (35%) and continues to rise, the business sector was far behind at (4.7%).

The involvement of NBRF has continued in 2019 by helping to facilitate a strategy workshop that has delivered a strategic plan and key action list for ZEN to focus their activities. See also “ZEN Noosa Business with Rooftop Solar”.

| ZEN ROADMAP TO 100% RENEWABLE ENERGY PROJECT | | | |
|---|---------------------------|----------------------|-----------------|
| NBRF FUNDING | CASH & IN-KIND | PROJECT VALUE | LEVERAGE |
| \$19,800 | \$20,600 | \$40,400 | 2.0:1 |



PANDANUS PRESERVATION

Protecting Noosa’s iconic Pandanus palm, this project aimed to halt the widespread cases of Pandanus dieback in coastal areas of Noosa Shire caused by leaf hopper *Jamella australiae*.

Education and collaboration with community groups and strategic partners including Noosa Council, QPWS, The University of the Sunshine Coast, Queensland Museum, CSIRO, Noosa bush care, indigenous and conservation groups, NPA, Department of Agriculture and Fisheries were pivotal to the project.

Outcomes from the project include:

- Dieback intervention (leaf strip work): Over 100 Pandanus in Noosa Shire tenure received hands-on dieback mitigation, and similar numbers in Noosa National Park, in collaboration with QPWS staff.
- Dieback prevention: Multiple wasp releases to prevent leafhopper populations increases and the onset of dieback.
- Regeneration/ revegetation: 32 pandanus were planted during the project and over 1500 plants direct seeded. QPWS staff also directly seeded over 1000 seeds across Noosa National Park with ongoing direct seeding planned.
- Education/ Training of stakeholders and community members.
- Research: Ecological observations have been documented.
- Baseline drone imagery and data collection to assist future management.

| PBCA PANDANUS PRESERVATION PROJECT | | | |
|---|---------------------------|----------------------|-----------------|
| NBRF FUNDING | CASH & IN-KIND | PROJECT VALUE | LEVERAGE |
| \$20,000 | \$15,150 | \$35,150 | 1.8:1 |



BUSH TUCKER GARDEN & OUTDOOR CLASSROOM

The Sunshine Beach State School extended the boundaries of its existing permaculture garden to establish a native bush tucker garden and revitalise the outdoor learning space. The project provides better management of the Noosa National Park segment that sits within the school grounds, which is not currently protected.

With a goal to improve the biodiversity by removing weed species, identifying icon species and species integral to icon animals, protecting them from future damage and planting additional tubes of the same and complementary natives.

By completing these projects with students from the school they can continue to promote awareness and respect for the biosphere and promote greater management of current and future resources.

The success of this project has had a transformative impact on the children engaged in the program and has lead to bigger ideas from the school through the new “big idea” project NBRF are now funding - Noosa Environment Education Hub (NEEH).

| SBSS BUSH TUCKER GARDEN & OUTDOOR CLASSROOM PROJECT | | | |
|---|----------------|---------------|----------|
| NBRF FUNDING | CASH & IN-KIND | PROJECT VALUE | LEVERAGE |
| \$2,500 | \$1,680 | \$4,180 | 1.7:1 |



NOOSA BUSINESS EXPERIENCE WITH ROOFTOP SOLAR

Key outputs from ZEN in 2019, with the continued assistance of NBRF included the project Noosa Business with Rooftop Solar - ten collated and published case studies of a range of Noosa businesses which have invested in solar as positive examples to industry. The case studies document the type of business, the system size, the payback period and the electricity savings for that business. They also show payback periods from under 2 years, and electricity savings from 33 to 100%.

| ZEN ROOFTOP EXPERIENCE WITH SOLAR PROJECT | | | |
|---|----------------|---------------|----------|
| NBRF FUNDING | CASH & IN-KIND | PROJECT VALUE | LEVERAGE |
| \$10,000 | \$4,000 | \$14,000 | 1.4:1 |

6. NEW WAYS OF WORKING

Give the new ways of working agreed in the last funding agreement, we developed a vision and mission to help focus our activities.

- **Vision** – “Noosa – living proof environmental protection inspires healthy and prosperous communities”
- **Mission** – “Working together on ‘big ideas’ research, piloting, fund raising, advocacy and action”
- **Priority areas** – Marine, Land, Wildlife, People and Economy
- **Generate** an exciting set of big ideas to work on quickly.

Based on the experience with the Bring Back the Fish program we have agreed the following modus operandi which is working well for us.



Our modus operandi for 2018-2028 is:

PHASE 1: Investigate (typically first 12 months)

1. **Identify** priority areas and key issues.
2. **Canvass** priority area expertise to develop a common understanding and big ideas, by:
 - i. Consulting stakeholder groups
 - ii. Scientific market research of existing research and gap analysis
 - iii. Convene a symposium of scientists, community groups and philanthropists/funding bodies to identify a project that has agreed scientific rigour and local and philanthropic support
3. **Scope** a 10-year Action Plan & Key Projects facilitation paper for each Priority Area.
4. **Respond** with proposed deliverables: a 10-year Action Plan and framework of where to source funding support. Consult with local Council and stakeholders.

PHASE 2: Pilot

5. **Pilot** of project plan/s and prove big idea: Major projects are likely to have a pilot study phase of several years where the hypotheses are proven and/or adapted.

PHASE 3: Delivery

6. **Funding** sought for full projects: secure external funding to leverage NBRF investments to realise the project, form project teams and engage community.
7. **Delivery** of full project.

7. PROGRESS ON NEW “BIG IDEAS”

Through consultation with key stakeholders across Noosa, including project partners and experts inside and outside the Noosa Biosphere Reserve, we developed four key priority areas – marine, land, wildlife, and people and economy.

In November last year the Board began to workshop the 54 expressions of interest received from the 2017/18 grant round, each slotted into a priority area. Month by month the Directors researched the feasibility of every proposal, and by process of elimination, they have a selection of new “big ideas” which will be further explored.

| LAND | WILDLIFE | MARINE | PEOPLE & ECONOMY |
|-------------------------------|-------------------------------|---|--|
| Pandanus Protection - Phase 2 | Koala Integration | Bring Back the Fish <ul style="list-style-type: none"> • Oyster Diversity • Toxins in Benthic Layer | Data Collection & Management |
| Restoration from Green Waste | Glossy Black Recovery Project | Improved Shark Protection – Marine Species Preservation | Schools/Education <ul style="list-style-type: none"> • Noosa Environmental Education Hub • The Biosphere in Action |
| Coastal Care & Bush Care | | | |

Pandanus Protection - Phase 2

Phase 2 of the Pandanus Preservation project entails educational materials to upskill Bush Care, Council and QPWS workers and the general public in pandanus preservation methods. There are 3 funding options to this proposal:

1. Community & Coastal Manager Education/Training Video Episodes

Episode titles:

1. Pandanus tectorius-why are they so important for coastal ecosystem biodiversity?
2. The Pandanus Plant Hopper, its primary predator, an egg parasitoid wasp and other pest insects and beneficial predators.
3. Pandanus dieback- Leaf stripping what, why, how, when
4. Coastal ecosystem function (Critically endangered EPBC act listed Coastal Rainforest and Littoral Vine Thicket Communities in the Noosa Shire.
5. Fire exclusion in Coastal Ecosystems- Guidelines, justifications, exceptions.

2. Research into Dieback Contributing Pathogens and Insects of Interest

Works would involve:

- Collecting and preservation of the many arthropod species
- Documenting data collection and relative lifecycle/ ecological observations
- Captive rearing and pinning insects for museum and other various collections
- Forwarding specimens to relative specialists

3. Report: Pandanus Tectorius of Eastern Australia - Sustainable Management

Academic research report to further the sustainability of local and nationwide Pandanus populations. Enquiries are being made with USC regarding academic support and oversight for the project.

Restoration from Green Waste

Country Noosa and Council have developed a research project on how green waste collected by Council might be mulched and composted and spread on poor agricultural land to improve productivity and avoid erosion.

The resulting sequestered carbon together with reduced land fill methane and land fill could then be used to pay for the costs.

There are many difficult issues to be researched. In the first place, the community needs to be engaged and motivated to only put real green waste in their green bins.

The soil chemistry needs studying on how to get the best effect.

The quantification of soil carbon sequestration is in its infancy.

The logistics of the approach need quantifying.

Although there are tough issues, the potential benefit is great. Country Noosa will be looking for grant help from NBRF and other grant schemes and submissions have been started.

Coastal Care & Bush Care

There are many vibrant coast and bush care groups operating throughout the Shire. They have individual management plans and co-ordination through Council and some community groups such as Noosa Landcare. It is suggested that we hold a “get together” of representatives from these groups and discuss whether some overall agreed initiatives might help achieve planned results. Hopefully, this would suggest some “big ideas” for the benefit of all.

Discussions are being held.

Koala Integration - Bring Back the Koala Symposium

As part of the “Big ideas” initiative and inspired by other Noosa Biosphere Reserve Foundation projects that have led to new and innovative practices and partnerships, the Bring Back the Koala Symposium is designed to bring together the key players in koala research and conservation planning in the Noosa and adjoining regions.

Recognizing that the challenge facing the wild koala population is complex, and that there are many different groups working on various aspects of understanding and addressing these, the NBRF is hosting a one-day Koala action oriented workshop to seek key stakeholder input that aims to identify existing and needed on-ground koala conservation, care and research efforts on behalf of the koala population in the Noosa biosphere.

The output of the Symposium will be a prospectus, to be taken to market by the Noosa Biosphere Reserve Foundation with its DGR status, seeking substantial funds for critical on-ground koala conservation and management actions that invests in potential gaps, while seeking to avoid duplication of effort from the excellent initiatives already being implemented and supported by these key stakeholder organisations.

This collaborative effort will hopefully provide the framework to allow our local wild koala population to recover and thrive thus providing substantial and sustainable economic and social value to the community and preserving a vital part of our environmental assets.

Further information can be found on our website: www.noosabiosphere.org.au/portfolio/bring-back-the-koala/

Glossy Black Recovery Project

As one of the Big Ideas that generated a lot of interest NBRF board members have received input from members of the local Glossy Team Sunrise community group (represented by Bob Carey, Tim Lennon, Bettina Walter and Desire Grafton) as well as Peter Milne representing the Glossy Black Conservancy group.

One of the key learnings is that while work has been done around identifying Glossy Black food trees little is known about the location(s) or robustness of nesting sites in the region.

Given the destruction of potential nesting hollows from large scale housing developments as well as brushfires this may be the more significant limiting factor and as such is a potential area for research and remediation support. Proposals are being sought for potential pilot projects around

- Identifying existing GBC habitat areas and feeding/breeding habits and the viability of supplementation with nesting boxes in key areas
- Initiating a program of increasing and/or rehabilitating food trees on public lands (utilizing council landscaping resources as well as local bush/landcare groups).
- Supporting education aimed at engendering GBC friendly areas on private lands (individual homeowners, school/churches etc) with NICA and other organizations.

Bring Back the Fish

Oyster Diversity

As mentioned earlier in Bring Back the Fish, good diversity of oyster species in the Noosa River is an important factor in the resilience of future oyster reefs against disease and infection.

NBRF has joined with Griffith University on an analysis of our river and how it compares with Moreton Bay. The outcomes will assist in establishing robust reefs in the Noosa River.

Toxins in the Benthic Layer

It is very likely that the final reports on the Prawn part of Bring Back the Fish will require a study of toxins in the benthic layer of the river bed. Potential research programs are being formulated.

Improved Shark Protection – Marine Species Preservation

NBRF have begun investigating the impact to the Noosa Biosphere with regard to the existing shark nets in Noosa Lagoon and drumlines along the stretch of beach between Sunshine to Peregian Beach to ascertain whether there are complementing technologies, or techniques, that would provide a better outcome for the environment (reduce bi-catch and effect on endangered shark species) while maintaining or improving swimmer safety.

Discussions have been undertaken with experts on this subject at the Australian Marine Institute (AMI), Flinders University (FU), University of the Sunshine Coast (USC), and the Queensland's Department of Agriculture and Fisheries.

The NBRF has had a very positive response from AMI, FU and USC in wanting to combine and be involved in researching improvements for the Noosa Biosphere. They have put NBRF in contact with the Department of Agriculture and Fisheries regarding their Shark Control Program, which has established a scientific working group and commissioned a report into alternative or complementary shark mitigation measures.

It is the aim of NBRF to combine with all the above-mentioned entities to study and trial the latest advances in shark mitigation techniques in keeping with the principles of the Noosa Biosphere Reserve.

Data Collection & Management

USC has recent experience developing a repository of data and documents about Fraser Island. This has attracted many priceless additions covering the history, culture and science of the island that is now easily available to researchers and academics.

Noosa has a unique history of development and should be able to provide many case studies for the future. NBRF will work with the Council Heritage team and the library at USC to scope out this idea.

Schools/Education - Noosa Environmental Education Hub (NEEH)

In our second grants round in 2017/18 NBRF sponsored a project in outdoor education at the Sunshine Beach Primary School. Together with other donations and support this enabled two outdoor classrooms to be built and a vibrant program of outdoor teaching to be developed. This was a great success in generating enthusiasm and study in the young pupils. This was not just about environmental issues but showed the benefit of outdoor education in general.

Given the success of the investment, together with the leaders of the project, Di Seels and Dalia Mikhail, the NBRF were keen to extend this success to other schools.

As this discussion developed, it was decided that having a centre which many schools could use would enable a far bigger impact. The concept of the Noosa Environmental Education Hub (NEEH) was proposed in which curriculum extension opportunities could be developed.

The Noosa Scout Headquarters has some surplus buildings and land ideal for such a hub close to the Noosa River. An agreement has been reached with the Scouts who are very enthusiastic to support this initiative.

The government does provide funding for outside teaching as pupils are now required to spend a minimum of 2 hours a week outside. The curriculum for these sessions has been developed and approved. The government provides up to \$102 per pupil for this service and this will ensure the long term future of the hub.

Exciting programs have been developed with local schools who are enthusiastically taking up the facilities.

NBRF has sponsored the pilot stage of this project as a “big idea” investment.

This pilot project costs \$185,920 in total and NBRF is contributing \$51,250. In kind effort totals \$80,420 and other cash is \$54,250. A leverage of 3.6:1 meets our funding challenge.

This is a major development which the previous project shows is a tremendous way to encourage young people with the environment, the Biosphere and sustainability.

Schools/Education - The Biosphere in Action

At a recent Australian Biosphere Conference, the power of short one minute videos was used to illustrate a biosphere by showing examples of activities contributing to our objectives.

Concentrating on what has been done and ending with a tag line describing things and finishing with “The Biosphere in Action”

We see this a good way to “creep up” on what a Biosphere is.

Proposals are being developed.

8. COMMUNICATIONS & COMMUNITY INVOLVEMENT

This year, the Noosa Biosphere Reserve Foundation has refocused its strategic goals and operations in response to the new funding agreement and how this reflects the way the NBRF communicates with and engages the community.

NBRF refreshed its public facing website to better communicate its role in the community and showcase projects it supports. The website is a clean and easy to navigate reference with information about what is a biosphere reserve, the role of the NBRF, project profiles and latest news. The website provides information on how the community can get involved, either through supporting projects or directing them to Noosa's network of environmental organisations. Final project reports and public documents will also be made available to the public in the interest of transparency.

The AGM in October 2018 saw the end of term for some its board of directors. A public call for new directors was promoted through the NBRF digital channels as well as regional newspapers as well as the Australian Institute of Company Directors. The campaign was successful and three new directors were appointed that met the criteria of specialist experience.

Members of the NBRF Board together with members of Noosa Community Biosphere Association attended the inaugural Australian Biosphere Conference in Maryborough early 2019. NBRFs attendance proved to be a worthwhile opportunity for strengthening Noosa's relationship with the Australian MaB working group and other Australian biosphere reserves.

NBRF supported the 2018 Noosa Biosphere Day festival which took place in Kin Kin and again supports the 2019 Biofest scheduled for 16-17 November 2019. This event is an initiative of the NCBA to reinstate the once popular event in engaging the Noosa community in celebrating our biosphere reserve.

9. LINKS TO COUNCIL

The Board and support staff of NBRF are very grateful for and encouraged by the contact and help we get from both Councilors and Council Staff. We would like to thank all participants for their expert guidance throughout 2018/19 and look forward to ongoing co-operation.

10. WORKING WITH NCBA

NBRF consider NCBA to be an important partner in the activities within our Biosphere. We are happy to support ongoing annual Biosphere Days and offer any assistance that NCBA would like as they rebuild their presence.

11. RESOURCING

This section details the changes proposed to the team. It is hoped that these are approved at the imminent AGM.

CURRENT CHAIR

Dick Barnes has been a Director for over 3 years and now been in the Chair for a little over 2 years. He is still very enthusiastic and committed to the NBRF, but has a unique and unexpected opportunity to further his work in the Noosa Hinterland.

Dick and his wife, Kim, sold their farms some 3 years ago due to Dick's poor health but he is now fully "repaired". Coincidentally, a series of new owners have asked him to run their farms or assist them to do so.

It is clear that there are a number of large property owners who want a lovely home in a great setting but who, for various reasons, are not in a position to do the farming. The day to day operations are run with part time work from experienced and aspiring local farmers. Thus, this is not just a commercial venture but also a social and environmental enterprise. The approach enables local farmers to supplement their own income, farms to be run productively and sustainably, and conservation projects encouraged. This is a real way to help regenerate rural enterprises in the lovely Noosa Hinterland and its surroundings. Interestingly, this is a real example of the "Biosphere in Action"!

PROPOSED CHAIR AND DEPUTY CHAIR

As a Board, we have reviewed the requirements for the Chair and Deputy Chair. In particular, we feel that they really need to already be on the Board and live locally to be able to spend the time, make the contacts and embrace Noosa.

After a good team review, we are delighted to propose Rex Halverson as Chair and Greg Schumann as Deputy Chair.

Both are enthusiastically contributing to our programs and happy to take on these roles.

THE NBRF BOARD

In order to make as much progress as we can, individual Directors take responsibility for particular areas and drive these between meetings. The Constitution allows for up to eight Directors. Given the adopted way of working, we believe we should keep at that level.

We shall be losing 3 Directors at the AGM. Dick Barnes as noted above, Prof. Karen Hussey who has taken on a new role at UQ, and our Deputy Chair, Clair Cartwright who has made a substantial contribution over 4 years and is moving on to new things.

Therefore we have run a successful public campaign to recruit Directors and will propose the following appointments at the AGM.

PROPOSED APPOINTMENT OF THREE NEW DIRECTORS

It was decided to run a public recruitment campaign in Noosa News, Noosa Today, Sunshine Coast Daily and through the Australian Institute of Company Directors.

Looking at our skills matrix, the brief was to find individuals with expertise and experience in academic and/or governance with an understanding of working with research or policy development organizations. We also wanted individuals who had a strong association with the Noosa.

The release read...

“NBRF is looking for experienced individuals with skills in governance, policy and scientific or environmental research, with links to academic and research organizations preferable.”

We were delighted to find we were spoilt for choice with nine solid candidates. Many thanks to our Communications Advisor, Alison Cooper, and our Administrator, Sarah Radge, for an excellent communication and coordination effort! We would like to think that this response reflects our improving image in the Shire!

Representing the NBRF Board, the NBRF Members and the Noosa Council, the interview panel consisted of Dick Barnes, Brian Stockwell, Judy Castledine and Rex Halverson (with Sarah contributing her insights from the relative safety of the back room!).

One gratifying aspect of the two plus days of interviewing is that all four agreed on the same names for the top three candidates – and were largely in agreement regarding the relevant pros and cons of all the candidates generally.

We saw potential with many of the candidates in one or more aspects of their diverse backgrounds. Ultimately, it was decided that the best fit for the current board were (in no particular order) Professor Rod Smith, Mr Jady Smith, and Mr Duncan Thompson. We will be recommending their appointment to the NBRF membership at the AGM.

We are happy to provide full CVs if required but give below a summary of each proposed Director. Many thanks to Rex Halverson for providing these insights from the team discussions.

PROFESSOR ROD SMITH

...was a career academic recently retired from the University of Southern Queensland in Toowoomba with an honours degree in agricultural engineering and Master of Engineering Science from Melbourne University and a PhD in natural resource engineering from the University of New England.

He has an extensive record of research and publication in the international literature and stated success in attracting industry research grant funding and has served on a number of boards and policy committees. Very personable, and in our estimation, also possesses the quality of being perceptive and able to see broader perspectives - and is likely to bring useful insights or alternative elements to the group beyond his considerable direct experience and contacts.

He is most interested in pursuing projects relating to or impacted by climate change elements.

He has retired to the Noosa area, arriving two years ago (but turned up with surfboard on top of his car so we know he's a real local now)!

MR JADY SMITH

...is a younger and dynamic individual with a Bachelor of Applied Science in Environmental Management (Edith Cowan University Perth), and a Masters with Honours in Environmental Education (Griffith University in Brisbane), with over 25 years activity in environment related projects including a focus on Heritage sites and Biosphere Reserves.

While living locally (Sunrise Beach – again two year resident), he is a Steering Committee member for IPSI (International Partnership for the Satoyama Initiative,) “which promotes collaboration in the conservation and

restoration of sustainable human-influenced natural environments (Socio-Ecological Production Landscapes and Seascapes: SEPLS)” and works part-time as a Technical Advisor and contractor for Live and Learn Environmental Education.

He has worked in a number of projects throughout SE Asia involving, amongst others, the United Nations Development and United Nations Environment programs, the Asian Development Bank, the Australian Government (Heritage projects), WWF and the New Zealand Ministry of Foreign Affairs and Trade.

In his interview he evinced a great deal of passion and demonstrated a strong ability to frame and articulate key goals, action elements and milestones – including how using the right language can increase understanding and acceptance of the proposed mission and objectives.

He is also a member of a local bush care group and expressed a special interest in the Glossy Black as a possible specific project area as well as an interest in media communication.

He has a wide experience of dealing with indigenous groups.

DUNCAN THOMPSON

...is deeply involved in the higher education sector as he is currently working as a Manager within the University of Sunshine Coast Office of the Vice-Chancellor and President, and stated he is responsible for delivery of specific executive projects as well as management of the Enterprise Project Management Office and strategic government relations.

Residing in Yandina, he has long standing involvement in the area and his prior experience includes working as a Noosa Council Planning Officer, where he was involved in the development of the Noosa River Plan, working with Cate Molloy (State Member for Noosa 2001 – 2006) liaising with Government Departments, Noosa Council and community groups. He is presently involved in the roll-out of Cultural Capability training across USC, “to assist the University to fulfil its policy of embedding Aboriginal and Torres Strait Islander knowledge and perspectives into the curriculum” and expressed that projects that involved indigenous aspects would be an area of specific interest.

He also felt his planning and project management experience was an area where he could add value to the board – perhaps managing deliverables and milestones for various projects.

Prior to meeting with us he sought and received permission from the USC to be able to provide the time and energy necessary to serve on the NBRF board – a demonstration of commitment from himself and USC that favourably impressed us as well.

All in all a very professional and exciting group of candidates for the Board which we hope the NBRF Members will be impressed with.

ADVISORS TO THE BOARD

During the last year, we have followed up on the idea of having nominated “Advisors” to the Board as discussed at the last AGM. These would be non-voting individuals who either bring a broad perspective to specific Board Meetings or a particular skill to our project areas. As they have no constitutional standing as such, we believe the Board can make such appointments but should keep the members informed.

We are pleased to say that we have been proving the concept with Dr John Stocker as an Adviser to the Board. He is a former CEO and Chairman of CSIRO, a former Government Chief Scientist, and member of a series of significant Boards. He has been very helpful in bringing a good insight into some of our issues. We hope very much that he will continue.

There was one candidate in the recent interview round, Rowan Rafferty, who we felt was too new to Noosa to appoint as a Director. However, he has specific skills in project management and evaluation plus experience of waste management

that will be useful to our projects. He will be away for a couple of months but has agreed to become an advisor when he returns. He may well be a candidate for a Directorship in the future.

To help his transition to the Chair particularly in the area of finance and accounting, Rex Halverson has asked that Dick Barnes be available as an Advisor in the medium term.

We believe having Advisors will bring an added strength to the Board and would welcome any suitable suggestions from the members.

In particular, we hope to use the role of Adviser to introduce more women into the team as a means of improving the gender balance over time.

IN CONCLUSION

We believe that these changes will continue strengthening the Board of the NBRF and look forward to discussing these recommendations at the AGM.

12. KEY BUSINESS PARAMETERS

The funding agreement, contains a new set of Performance Parameters as shown below.

| FINANCIAL | | |
|---|---|--|
| 1. Project Funding | <i>Leveraging acheived from Council Funding to NBRF</i> Calculated as total value of funded projects : Council approved project funding | 3:1 per year |
| 2. Fundraising | <i>Growth in Donations (Deductible Gift Recipient)</i> Increase in value of donations annually | 20% per year increase or a minimum of \$50,000 per year. |
| EFFECTIVENESS | | |
| 3. Operations | <i>Percentage of projects completed within target timeframe</i> No. of projects delivered on time / total no. of projects | 75% per year |
| 4. Improvement in NBR protection | <i>Percentage of funded projects with positive results for the natural ecosystem, biodiversity and sustainable development</i> No. of projects with positive results / total no. of projects | 75% per year |
| 5. Communication of information | <i>Range of methods of communication utilised and estimated audience reach</i> Description of all communications / information used + results | Multiple methods & audiences |

The results achieved are shown below and are encouraging with still work to do in the area of benefit quantification.

| FINANCIAL | | |
|---|--|--|
| 1. Project Funding | <i>Leveraging acheived from Council Funding to NBRF</i> By design all projects require a three to one leverage which is being acheived. | 3:1 per year |
| 2. Fundraising | <i>Growth in Donations (Deductible Gift Recipient)</i> We point out that 1 part of the 3:1 leverage is additional cash and significant. | 20% per year increase or a minimum of >\$50,000 per year when all cash considered. |
| EFFECTIVENESS | | |
| 3. Operations | <i>Percentage of projects completed within target timeframe</i> Several of the more complex projects have run late but overall above 75%. | 75% per year |
| 4. Improvement in NBR protection | <i>Percentage of funded projects with positive results for the natural ecosystem, biodiversity and sustainable development</i> All projects are designed to do so! These are not presently quantified and a better method is need. | 75% per year Better method needed |
| 5. Communication of information | <i>Range of methods of communication utilised and estimated audience reach</i> Wide range of media events used across print, radio, TV - approx 50 events per year. Website and Facebook in hand. 15% of population at least one or two interactions in the year. | Multiple methods & audiences |