

Nature Glenelg Pty Ltd
[ACN: 153 577 907]

as Trustee for



ABN: 23 917 949 584

Annual Report: 2021-22 Financial Year

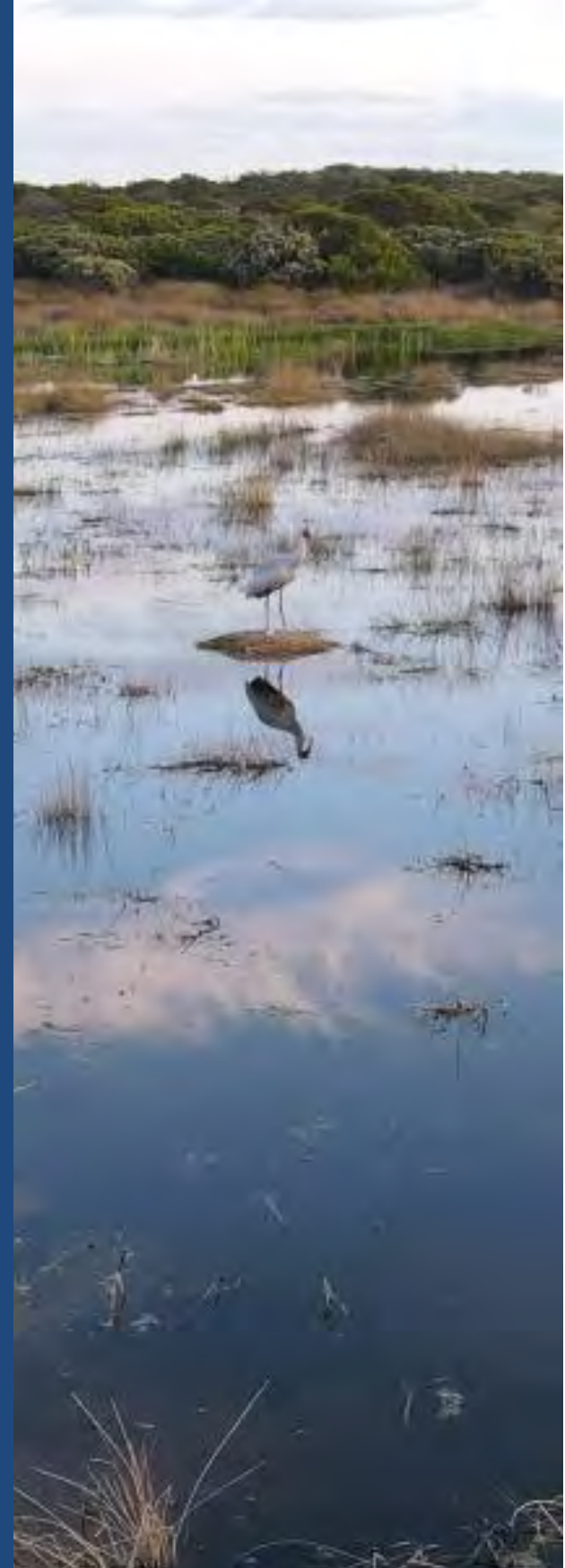


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MESSAGE FROM OUR MANAGING DIRECTOR / FOUNDER

As I am writing this message to introduce our 11th Annual Report, we have been sharing a wonderful year of celebration with our supporters and partners in 2022, our 10th Anniversary year. Our main events have touched on the thematic breadth of our ecological work, and featured different places that demonstrate our geographic reach across south-eastern Australia.

From Walker Swamp to the Fleurieu Peninsula, and places in between and beyond, it was wonderful to be reminded of just how much ecological restoration and threatened species recovery work means to people in the community. At each of these events, we met a number of people who had only recently discovered NGT, and it seems to me that people are really yearning for solutions to environmental challenges and wanting to be part of those solutions. Of course, for those of you who have been with us on our journey for some time will know, this is precisely what NGT is all about!

Indeed some of our newest volunteers have met us for the first time at one of our events this year. To all of our volunteers – new and old – thank you for the gift of your time and skills. So much of what we do simply wouldn't be possible without this dedicated, very practical support.

A heart-felt thanks also to our financial supporters who make so much of the work we are tackling possible, including financing some bold concepts that simply cannot and would not be funded any other way. We look forward to working with you over the year ahead to keep NGT at the cutting edge of restoration science.

NGT's team of staff are some of the nicest and most dedicated people you could hope to meet. Once again, thank you to all members of our team for your endless passion and commitment.

At the NGT Board level, we have had a resignation of Dr Catherine Dickson, a close friend and one of our founding members, whose dedication to NGT over the years in a wide range of ways has been unwavering. In her place, we have temporarily welcomed back Melissa Herpich, another of our founding Board members, as we prepare to implement the final stages of our 10 year review, which will involve renewal of our Board with new members in 2023. Although change is necessary as the organisation and our impact has grown, our positive culture and commitment remain the same.

We have an exciting journey ahead and look forward to having you by our side.



ORGANISATIONAL PURPOSE

Nature Glenelg Trust is a mission-driven, not-for-profit organisation that has been established to operate as:

1. a community environmental NGO;
2. a source of professional ecological knowledge available for delivering project work that improves environmental management outcomes; and,
3. a recipient of charitable donations for supporting habitat restoration and other environmental work consistent with the priorities set out in our Deed of Trust.

This operating model enables the organisation to (1) seek and deliver grants for community environmental benefit, but also (2) provide ecological consulting services under two registered trading names, Aquasave – NGT (for aquatic ecology) and NGT Consulting (for general ecology). In furthering our organisational purpose by working with clients on important conservation management projects, our consulting services also provide a financial contribution to support the costs of running our not-for-profit organisation.

Since Nature Glenelg Trust was admitted to the Register of Environmental Organisations in 2014, this model also seeks to diversify organisational funding streams and minimise the need to rely upon donated funds to support day-to-day operations and administration. In this way, we give supporters the confidence that their donation to our Public Fund will achieve maximum impact in furthering the on-ground environmental objectives (such as habitat restoration and threatened species recovery) of Nature Glenelg Trust.

All core activities of Nature Glenelg Trust (including our ecological consulting services) meet at least one of our organisational objectives from our Deed of Trust, namely:

1. To protect and enhance the natural environment, with a particular emphasis on wetland conservation and restoration activities in the Focal Region^{*1}, supported by the Habitat Restoration Fund.
2. To generate and provide high quality scientific information that enhances management of the natural environment.
3. To support and undertake key conservation ecology research predominantly within, but not limited to, the Focal Region.
4. To promote public awareness of nature through education, and involving the community in the activities of the Trust.

^{*1}: Our focal region includes the NRM/CMA regions situated between Melbourne (Victoria) and Adelaide (South Australia), but our work is not limited to this region.

DIRECTORS REPORT

1. Summary of the year's activities

1.1 Project work overview

Nature Glenelg Trust was contracted to deliver and/or commenced a total of 225 projects during the 2021-22 financial year, with 97 of these projects completed by the 30th June 2022.

Type of Project Work	Number of Projects Active during 2021-22 Financial Year
Wetlands and waterways	37
Native flora, vegetation management or ecological monitoring	51
Aquatic fauna	59
Other fauna	27
Community engagement and education	28
Multi-faceted projects (several types combined) and/or complex project management or advice	23
TOTAL	225

1.2 Grant funded project work

Nature Glenelg Trust was awarded grant funding to commence or continue the delivery of 55 grant funded projects in the 2021-22 financial year. Twenty-five grant funded projects were acquitted during the financial year, with the other 30 remaining active into the 2022-23 financial year.

1.3 Environmental consulting project work

Nature Glenelg Trust also continued or commenced 170 contracted environmental fee-for-service projects for a range of clients in the 2021-22 financial year. Seventy-two (72) of these projects were completed and closed during the financial year, with the balance (98) remaining active into the 2022-23 financial year.

Irrespective of whether they are grant funded or contracted professional fee-for-service projects (as delivered under our registered trading names: Aquasave NGT, or NGT Consulting – logos below), NGT only delivers projects that are consistent with our organisational objectives, making a positive contribution to regional environmental management. The breakdown of these projects by category is included in the overall summary table presented above in section 1.1.

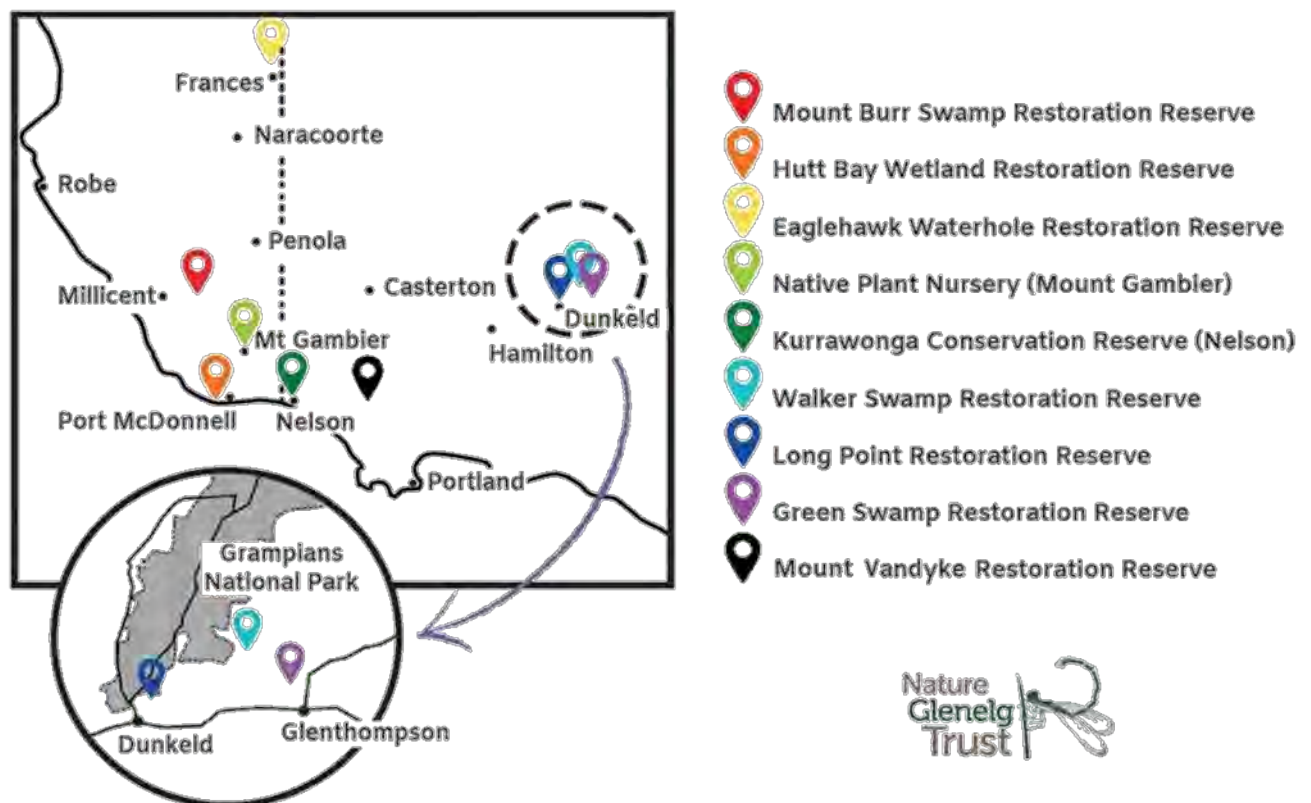


2. Achievements: Case studies from across the NGT focal region

2.1 NGT Reserves Updates

NGT Reserves are located in the cross-border zone between South Australia and Victoria, and encompass woodlands, wetlands, grasslands and dunes, across a range of diverse landscapes.

Our properties are made available to members of the community or groups by appointment, for environmental education and research purposes, bushwalking, bird-watching or volunteering (to help us with on-ground works and management).



Our first three reserve updates highlight events held to celebrate NGT's 10th Anniversary year during 2022.

2.1.1 Recapping NGT's recent 10th Anniversary event at Walker Swamp

NGT's 10th Anniversary celebrations got underway, with our first community event held at the Walker Swamp Restoration Reserve on the 30th April and 1st May 2022.

The weekend involved a series of events between midday Saturday and 4pm Sunday, and was enjoyed by over 100 people from nearby and as far away as Adelaide, Melbourne and Sydney. After a catered BBQ lunch on the Saturday, served up by the Dunkeld Refugee & Asylum Seeker Support Group, we were treated to a wonderful Welcome to Country by Lee Morgan, on behalf of the Eastern Maar Aboriginal Corporation.



***NGT's Lauren Brown (right) helps to identify the waterbugs of Walker Swamp.
Photo: Sandy Goddard.***

Attendees then split into five groups and went on a short walk, rotating around five stops over a two hour period to learn about different aspects of the wetland restoration project and the recovering plants and animals now present at the site. Highlights included the stop with NGT's Dr Lauren Brown, who showed people the wide range of waterbugs living in Walker Swamp, and the stop with NGT's Dr Greg Kerr, who talked about the recovering birdlife of Walker Swamp, including waterbirds that have returned to feed and breed at the restored wetland. This is an example of how the food web at Walker Swamp has been reinstated.

Birdwatching was a feature of the weekend, with side-activities later on Saturday at nearby Green Swamp, also a restored NGT wetland reserve, and at dawn on Sunday morning at Walker Swamp, giving attendees a glimpse of majestic brolgas among a wide range of other species.

Spotlighting on Saturday night with some of the dozens of people who camped on site was led by NGT's Bryan Haywood, and resulted in memorable encounters with possums, birds and insects.



NGT's Greg Kerr explains the birds that have returned to Walker Swamp. Photo: Sandy Goddard.



Bill Weatherly of Friends of the Forgotten Woodlands, led the tree planting activity with NGT volunteers. Photo: Sandy Goddard.

On Sunday morning a large crew of volunteers helped us plant over 100 seedlings to kick-start the recovery of parts of the property above the high water mark. This is a zone where we do not see the same rapid spontaneous habitat response, when compared with the wetland areas which tend to bounce back more quickly of their own accord once the water returns. We were delighted to have Bill Weatherley, the President of the Friends of the Forgotten Woodlands, join us to help lead the planting exercise and also explain the importance of our missing woodlands species from the plains of western Victoria – especially Sheoak, Banksia and Bursaria trees.

On Sunday afternoon, approximately 40 people came for the final activity, a hike around Walker Swamp, with the opportunity to see all the key features that have made the restoration of flows and

inundation of Walker Swamp possible. This included looking at the upgraded road crossing, the drainage inlet, levee banks which protect neighbouring farmland from extra water flowing across their paddocks, and the spillway where flows from Walker Swamp now leave the property before entering the Grampians National Park next door. We also stopped by the [final remaining original Sheoak at Walker Swamp](#), which will now not be the last thanks to more seedlings being planted by NGT volunteers, helping to recover this and other missing woodland species from the property.



The Sunday hiking group stop for a discussion next the last original sheoak at Walker Swamp.

Photo: Mark Bachmann.

A highlight of the hike was when our guests observed a pair of brolgas and their chick, which is now almost fully grown, putting on a loud calling display before flying off to a quieter part of the property. This brolga pair, [which bred at the site in spring 2021](#), has given the restoration project a stamp of approval, with their chick being the first brolga recruited at Walker Swamp since the wetland was fully restored in 2019.

To close, a big thankyou to the team at NGT for your commitment, especially Toni, Jess and Tom, who put in a lot of time behind the scenes to ensure the event went smoothly, and also to long-term NGT volunteer and supporter, Gordon Page and his wife Kathy, for being our campground hosts over the weekend. What a fantastic team effort.

And of course, to everyone who came along and were part of the weekend – thank you!

It was wonderful to spend time with you and take a brief moment to pause and celebrate what we have achieved together over the past 10 years. We're looking forward to your ongoing support as we continue the NGT journey over the next decade!

2.1.2 Open afternoon at Mount Vandyke for NGT's 10th Anniversary a big success



On Saturday the 14th of May 2022, we finally had the chance to slide open the brand new predator proof gates at Mt Vandyke and welcome over 60 NGT supporters, volunteers and donors, to see the site and talk about our progress, almost exactly 12 months since we first introduced this novel project and NGT's private restoration reserve embedded inside the Cobboboonee National Park.

The day kicked off with a short introduction to the project before we headed up to the summit of Mt Vandyke – the perfect vantage point to discuss the surrounding landscape, the role of this new safe haven and the bigger picture for threatened small mammals in western Victoria.



NGT's Mark Bachmann introducing the project area inside the new predator proof fence, while overlooking the surrounding Cobboboonee forest from the summit of Mt Vandyke. Photo: Paula Thomson.

After a series of questions and discussion, attendees split into two groups and headed back down the hill.

Tom and Mark talked about the design and construction of the new fence, while Rose and Jono discussed the complex job of re-establishing something approaching the original native tussocky grassland and sedgeland previously found across the hill, which is formerly grazed farmland, inside our new fence. We are fortunate to have a few small reference areas within the National Park, just outside our fence, to help inform the restoration trials getting underway.



NGT's Jonathan Tuck and Rose Thompson discuss grassland restoration in one of the reference areas adjacent to Mount Vandyke. Photo: Paula Thomson

From there it was back to the shed for a brief wrap up to discuss next steps, before enjoying afternoon tea and plenty of lively conversation among a wonderful group of people. Projects like this certainly stimulate a lot of very interesting discussion!

We have a few more steps to go before the site will be ready to host our target species of mammals inside the fence, but we've made huge strides in just 12 months. This would not have been possible without the support of many wonderful people and organisations – so once again, to everyone who has contributed in some way, thank you!

If you would like to read a bit more about the project so far, then you may enjoy having [a look at the hand-out](#) which was given to attendees on the day.

Finally, if you would like to contribute towards the all-important next stages of the project at Mt Vandyke, then please feel free to contact Paula Thomson, by calling 0401 043 007, or by [email](#).

2.1.3 Back to where the story of NGT's Reserves began – Reflecting on a great day out at Eaglehawk Waterhole!

It was way back almost nine years ago when Eaglehawk Waterhole was purchased, becoming NGT's first Restoration Reserve. For a little trip back through the blog archives, [here is the story of the announcement](#), which we shared in December 2013 just a month before NGT's 2nd birthday. Needless to say, now that we care for [eight reserves](#) in addition to all of the other work we do across the landscape, NGT has come a long way over the years since!

Given this history, it was fantastic to be able to spend Saturday 18th June on the property with a group of approximately 25 NGT staff and supporters as part of our 10th Anniversary celebrations. A cuppa around the fire was followed by a morning planting session, as well as a walk before lunch.



Gathering around the campfire for lunch at Eaglehawk Waterhole on 18th June 2022.

Photo: Mark Bachmann.

For the afternoon, we went for a driving tour of the reserve and formally opened the Stage 2 land purchase, which (as we [announced earlier in 2022](#)) expands the reserve by a further 200 hectares.

Please [click this link](#) to watch the official ceremony, as Rosemary (a long term volunteer at the site) and Bryan Haywood (NGT senior ecologist and reserve manager) cut through the fence to finally join Stage 1 and Stage 2 together!

2.1.4 Students get a taste for wetland assessments at Mt Burr Swamp

Late spring and early summer is a great time to get outdoors and our environmental education events have continued through our wetland science program with Grant High School. In classroom sessions, year 9 science students were introduced to the function and role of wetlands, why they're important in the landscape, and the assessment methods that we use to rate their condition.

Over a couple of weeks in November, all of Grant High's year 9 science classes then joined us for a follow up session at Mount Burr Swamp for some hands on experience in wetland condition assessments. During the field trips, students took part in three different activities to assess the condition of three different wetlands (there are more than 50 across the whole property!). In small groups, students looked into water quality, aquatic macro-invertebrates, and visually assessed the wetland. Each of these three activities were used together to assess the health of each wetland.



Grant High year 9 students at Mt Burr Swamp, November 2021.

Students happily explored the wetlands we visited, finding a southern bell frog, common froglets, brown tree frogs, multiple damselfly species, a southern pygmy perch, and even broilgas in the paddock.



Top: Southern bell frog (Litoria raniformis);

Below L-R: Southern pygmy perch (Nannoperca australis) caught while collecting aquatic macro-invertebrates; Striped Marsh Frog metamorph (Limnodynastes peronii) emerging from the water.

Another component of this project was some planting along the main wetland's edge. Here's what

Angus Sampson, a member of NGT's field crew who organised the planting, had to say about it along with a few pictures from the day.

Over the past month we held a group planting day with Tenison Woods College and Mount Gambier TAFE Conservation and Horticulture students. While revegetation usually occurs during winter, past experience at this site has shown us the importance of not planting too early in the year (as water levels continue to rise through late winter and spring leading to inundation of further areas. This year we've had a very wet spring, with water levels remaining high late into the season. As such, site preparation was delayed, with planting taking place as late as towards the end of November!



L: Students planting at Mt Burr Swamp. R: A range of species were planted at Mt Burr Swamp.

The first planting day we had eight students from Tenison Woods College, planting tea tree along the swamp's edge with pottiputkis (a device that makes planting of tubestock quicker and easier; see above). The students did a great job planting more trees than I had anticipated in a short time.

*In the next session, with the TAFE students, some of us finished off planting the remaining tea tree seedlings while others planted the other species by hand. Just over one and half thousand seedlings were planted along the edge of the main wetland at Mount Burr Swamp over these two days, with species including prickly tea tree *Leptospermum continentale*, woolly tea tree *Leptospermum lanigerum*, scented paperbark *Melaleuca squarrosa*, swamp gum *Eucalyptus ovata*, dwarf hakea *Hakea rugosa*, and tall saw-sedge *Gahnia clarkei*.*

Both days were very rewarding. The students enjoyed themselves and I was very happy to finally get the plants in the ground. Thanks to Grant High School's Science/STEM Promotion Coordinator, year 9 science teachers, and students for taking part in wetland assessment excursions; and to TAFE and Tenison Woods College students and staff for taking part in planting.

This project is supported by the Limestone Coast Landscape Board's Grassroots Grants program, funded by regional landscape and water levies.



2.1.5 A big step forward on the road to recovery for the Hutt Bay Wetland Restoration Reserve

It was just over three years ago in February 2019 that we [shared the exciting news of the donation of the Hutt Bay Wetland](#) to NGT, thanks to the incredible generosity and foresight of [Robert and Debra Thompson](#). During that time (click [here](#) to learn more), we've been using this NGT reserve mostly for coast and marine education purposes, while the bulk of the site has been kept in a holding pattern as we waited for the right opportunity to come along to enable us to begin the next stage of the recovery process for the wetlands at the site.

With the announcement of a [new partnership with the Limestone Coast Landscape Board in September last year](#), Hutt Bay Wetland was one of two of our reserves (the other is [Mt Burr Swamp](#)) that are now benefitting from the new "Regional Recharge Farms" project.



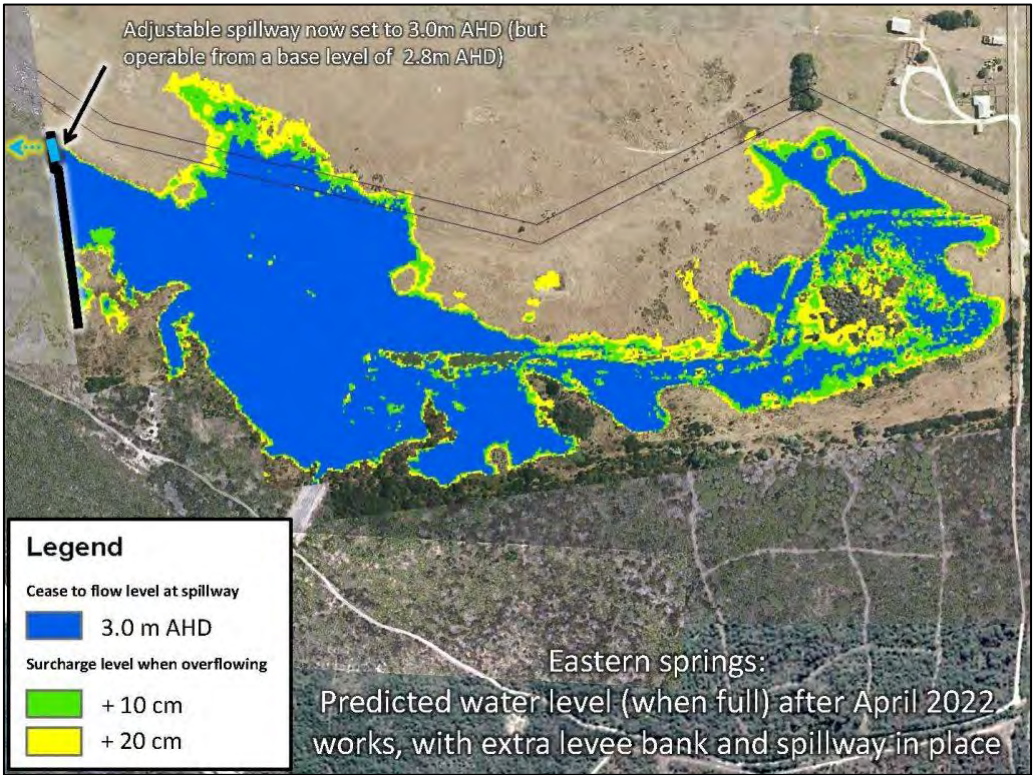
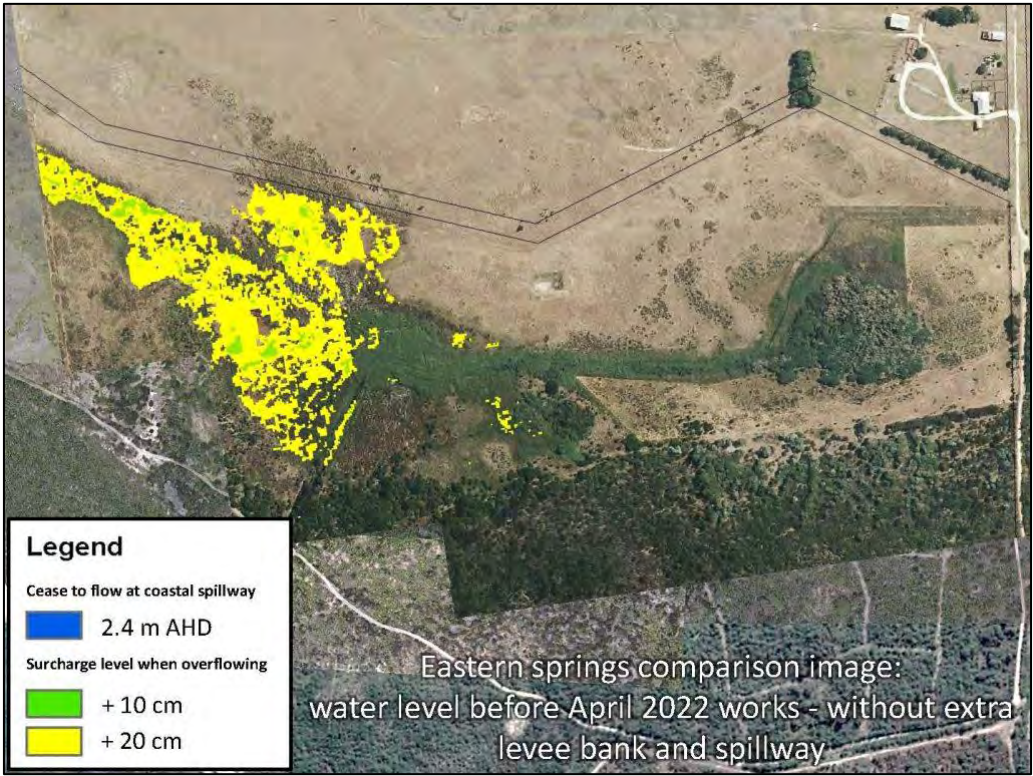
The peat substrate under the patch of tea-tree at the eastern end of the property is already showing improved retention of shallow groundwater. Photo by Mark Bachmann.

Autumn 2022 was a busy time for this project, as we were able to take advantage of the long dry period we had just experienced to complete the remedial earthworks required to set the site up – from a water management point of view – for the long term.

There were two networks of drains on the property, which date to sometime before the 1950s, each with an artificial outlet to the sea that have been the focus on these works.

The first of these was situated at the eastern end of the property, in the vicinity of a small spring and patch of associated tea-tree. At this end of the property, we were also able to take advantage of and reinforce a built up track crossing across the swamp to act as a minor levee bank, and enable the reinstatement of a water regime much more closely resembling its pre-drained state. This is because the currently agreed water retention level with our neighbours across the rest of the wetland to the west is significantly (60 cm) lower. The improvement in how water can be managed in this part of the

Hutt Bay Wetland is illustrated below. Also, in case you are not familiar with the abbreviations used below and are wondering, please note that the ‘cease to flow’ levels stated are the height of the spillways above sea level (i.e. metres referenced to the Australian Height Datum (AHD)), not wetland depth.



Finally for this part of the property, this oblique image gives an overview of the completed works.

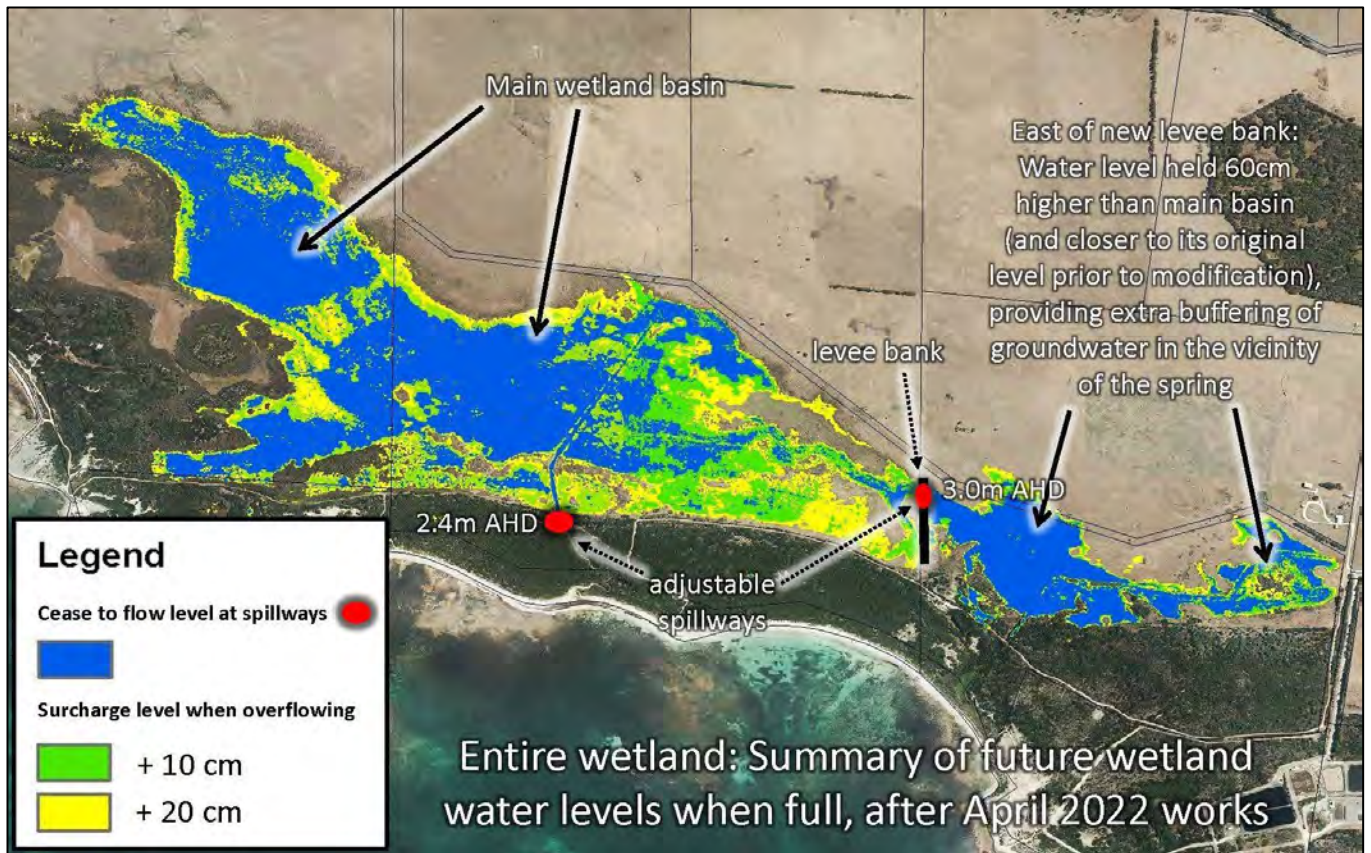


In the western portion of the wetland, we've now also backfilled the internal drains and relocated the spillway which sets the current water level by using a more stable and logical long-term location in the dunes adjacent to the wetland.

Below is an image of those works underway.



To summarise all of the above in one place, the final image (below) shows the way the whole wetland is now able to function as a result of the autumn 2022 works.



With the works completed and now in place, the project will be shifting in focus to a range of other tasks including monitoring of water levels, ecological response and a wide range of management activities to get this important NGT coastal wetland reserve really up and running.

This project is supported by the Limestone Coast Landscape Board, through funding from the South Australian Government's Landscape Priorities Fund and the Australian Government's National Water Grid Connections Funding Pathway.



Government of South Australia



Australian Government



National Water Grid Authority

2.1.6 Brolga flock numbers building each year at NGT's Green Swamp Restoration Reserve

When Paula Thomson started working with NGT in late 2021, she was hoping for a little more time in the bush and perhaps to eventually see a few brolgas. At that stage, she'd seen the occasional one on the plains, and on one special day saw a pair at Mirranatwa, near Dunkeld, which was a thrill.

Paula spent years watching out for them from the car, reminding her kids to watch for them while she was driving, and generally hoping to catch a glimpse of them or hear their (slightly mad sounding) honking call. She'd done a drive-by Green Swamp more than once on the promise of seeing a brolga.

When Paula and her friend Sandy headed back to Green Swamp near Glenthompson in autumn 2022, her expectations were low. They had binoculars and cameras, and were happy to go for a drive on a lovely day regardless of the bird outcome. Bird-nerds among you will understand how thrilled they were to see not one or two – but 57 brolgas! They nearly couldn't believe their eyes!

The large group, the sheer size of them, the performative dancing and watching them circle above on the wing – it was just very special. Sandy took some photos, which we thought NGT supporters may enjoy.

Note: Later in autumn 2022, more than 200 birds were seen flocking at Green Swamp.





Brolgas flocking in autumn 2022 at Green Swamp. Photos: Sandy Goddard

2.2 The Great Gariwerd Bird Survey: Fostering citizen science to facilitate the collection of long-term broad-scale datasets in south-west Victoria (by Greg Kerr, Senior Ecologist)

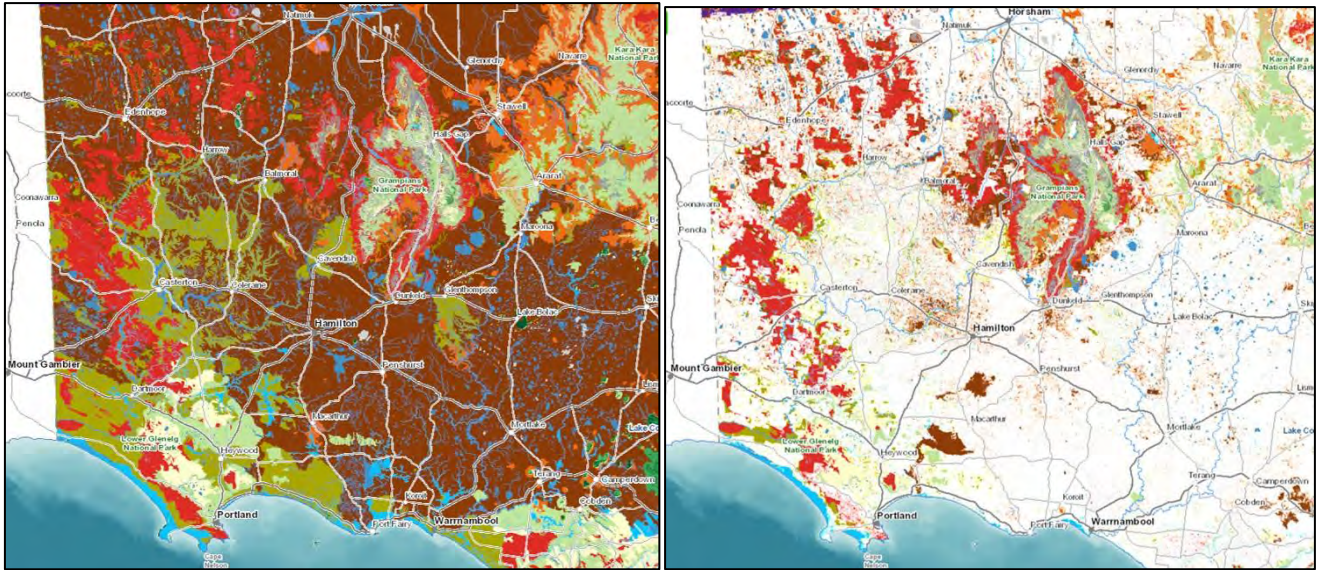
One of the great challenges in trying to understand how long-term gradual change (caused by drivers like climate) is impacting on the biodiversity of a region, is being able to afford and carry out the monitoring required to obtain the data that shows what is actually happening.



Wonderful volunteer citizen scientists from the Dunkeld Great Gariwerd Bird Survey group.

As a result of climate change, native species will experience changes in their local environments and will either need to adjust, move to live elsewhere, or be driven to extinction. Predicted rising temperatures and falling rainfall will, for example, shift climates of Warrnambool and Hamilton to be more like the current climate of Benalla. Such changes will have unknown but possibly dramatic effects on local biodiversity.

Climate refuges and well-connected areas of natural vegetation are required in order for species to persist in a landscape. Allowing species to easily move from what is becoming unsuitable habitat to either more suitable areas as they appear or into the remaining relatively stable climate refuges is going to be critical for their survival. Unfortunately for many species, connectivity between remaining patches of habitat has been impacted by land use change and fragmentation of natural habitat since colonisation. This is particularly true across the Western District of Victoria where extensive areas have been highly modified, resulting in many relatively small and isolated fragments of bushland. Compare the images below showing pre-1750 modelled habitat (left) and current remnant habitat (right). Landscape management and design is the primary way land managers can assist biodiversity under these circumstances. But to do this successfully, managers need real time data supported by solid baseline information.



Left: Pre-1750 Ecological Vegetation Classes (EVCs) across western Victoria. Right: Current Ecological Vegetation Class (EVCs) distribution across the same region

One of the great challenges in ecology is that the measurement of biological diversity and comparison across time and space is confounded by natural changes in species composition and diversity that occur in all plant and animal communities. Species have natural cycles in population abundance. These natural increases and decreases through time can be driven by such factors as cycles in environmental parameters like rainfall patterns, through to plant and animal community-based factors such as competition and predation. In turn, communities may undergo directional change from one state to another (e.g. following wildfire), they may be intrinsically undergoing succession or they may be changing as a consequence of extrinsic factors such as disturbance, pollution or invasive species. Regional patterns of habitat fragmentation may be driving meta-population dynamics, with inevitable loss or gain of a species from or to a community.

Thus, effective study of large-scale patterns in natural resources management requires collection of a vast amount of data, across an array of locations, habitats, landscapes and land use types, over long time spans, making it difficult and expensive to fund and maintain such programs using professionals. Defining a current baseline for species distribution and determining their responses to changing climate requires a long-term broad scale scientifically valid data set – something we do not have in most regions!

One way to obtain such data is through citizen science

The current concept of effective citizen science programs, involves the integration of explicit and tested protocols for collecting data, vetting of data by professional scientists, and inclusion of specific and measurable goals for public education.

Most research projects rely on skilled scientists to design, implement and carry out the monitoring projects. Such projects are costly, generally short-term, ask specific questions and are restricted to obtaining data from relatively small areas.

In contrast, citizen science programs have been shown to (Lindenmayer et al. 2014):

- facilitate more extensive data collection that would not be possible if scientists had to collect data on their own, especially on private land;
- increase community awareness and appreciation of the process of scientific enquiry;
- enhance the potential for the implementation of scientific findings;
- promote and value local knowledge; and
- reduce costs and increased ability to implement wide scale long-term monitoring projects.

Unfortunately one of the challenges of citizen science programs is finding people with the level of skills necessary to carry out surveys effectively and collect high quality data. The number of people who know how to carry out bird surveys, for example, is in decline across Australia and science programs in our universities have tended to teach less natural history.

Establishing the biannual Great Gariwerd Bird Survey

To begin to address this shortfall of skilled birders across the south-west region of Victoria, NGT recently implemented a long-term citizen science program called the Great Gariwerd Bird Survey (GGBS) in the Grampians / Gariwerd National Park. To train skilled observers, reduce the impact of observer bias and improve data quality we implemented a monitoring program underpinned by a detailed training program, tutoring by more experienced observers and follow up reporting of analysed data and additional training events.

The establishment of the GGBS with Parks Victoria was possible through support through the Australian Heritage Grants Program. To date we have seen 40 trained observers undertake 20 minute bird surveys at 36 two-hectare sites in stringybark woodlands on four occasions in both autumn and spring in 2021, making a total of 144 surveys. Analysis of the data collected has shown that with training and ongoing support the quality of the data collected was good and continues to improve over time. The rate of species detection by the citizen scientists did not differ from that obtained by a professional ecologist surveying the same sites (Figure 3).

Both the proportion of surveys in which species were detected (Figure 4) and the number of birds detected per survey did differ between the professional and the citizen scientists. However, importantly, this difference decreased as the citizen scientists gained more practical on-ground experience and attended special workshops to address identified skill shortfalls. For example, the cryptic small birds, living in dense scrub, with difficult to distinguish calls presented the greatest challenge. After one year of the program the citizen scientists are not yet skilled professionals, but they are well on their way. Retaining their interest in the project as their skills continue to evolve and grow is now fundamental to the long-term success of the project.

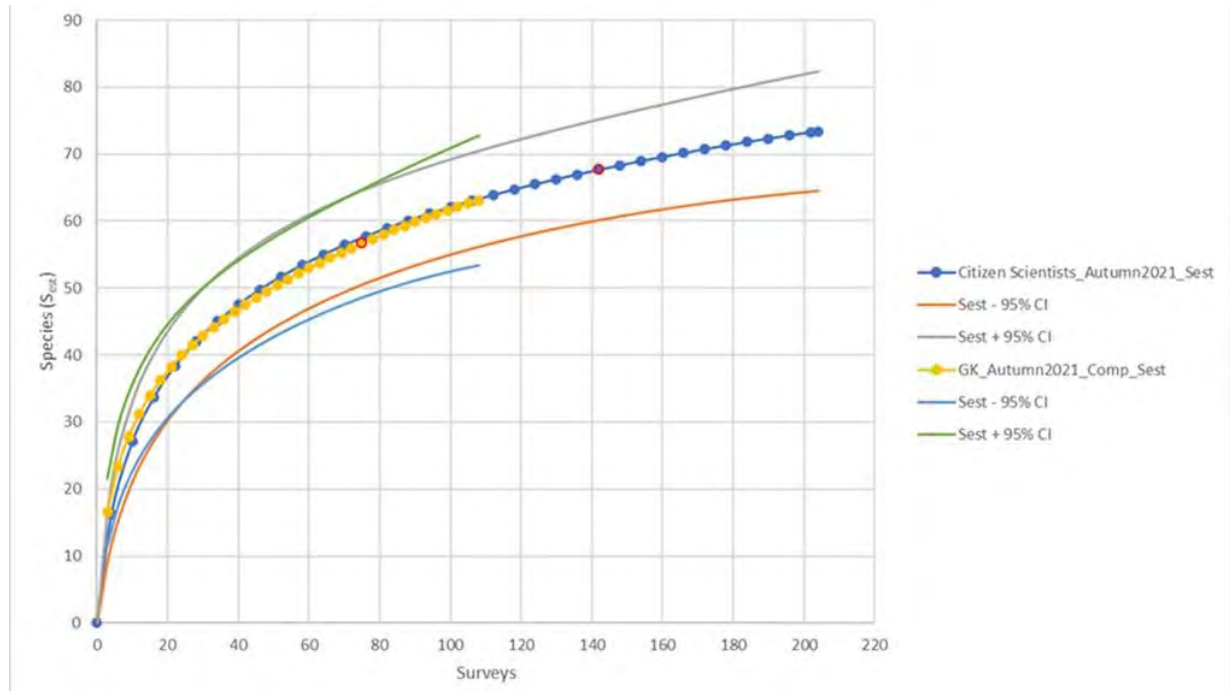


Figure 3: Species accumulation curves (Rarefaction (S_{est})) comparing citizen scientist and professional bird survey data for the GGBS. The yellow curve indicates a professional ecologist, while the blue curve indicates citizen scientists.

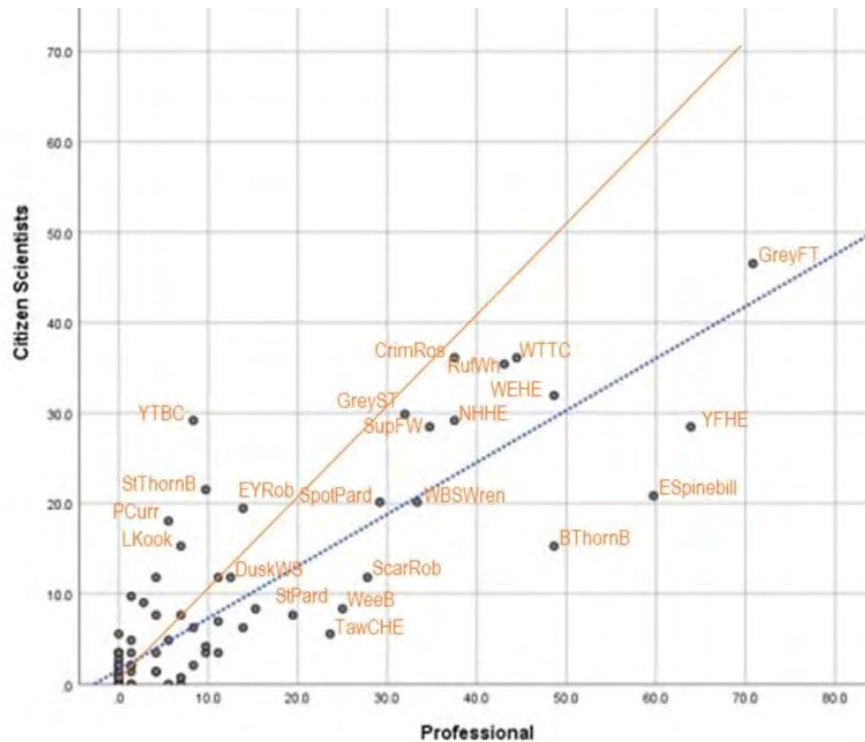


Figure 4: Comparison between citizen scientists and professional surveyors in species detection rates. Overall proportion of surveys each species was recorded in spring. Orange line indicates line of equality. Blue dotted line is line of best fit. R^2 spring = 0.744. Bird species well below the orange line are detected less often than anticipated by the citizen scientists.

To date, NGT has run seven 10-week 40-hour bird identification and monitoring courses across the Western District in Victoria to train nearly 130 people in the past 18 months. Two more courses (20 people / course) are funded and planned for the 2022-23 financial year.

Expanding the Program

With up to 170 people trained to a high level in bird identification and monitoring across the Western District and with the interest and support of bird clubs and field naturalist groups in the region, there is an opportunity to develop and implement a comprehensive long-term monitoring program across the region.

Recent funding through the Barwon South West Climate Adaptation Strategy section within DELWP is helping NGT to develop and implement a comprehensive long-term monitoring program across the Glenelg Hopkins CMA region. The project aims to:

1. Develop, write up and print a comprehensive long-term biodiversity monitoring program containing a detailed program rationale clearly outlining project objectives and design, survey protocol, data storage and upkeep, and standard operating procedures to inform future participants.
2. Select randomised sites across the region; up to 300 sites may be selected. These sites would be stratified, for example, within EVCs and within different land management groups, to be representative of potential climate refugia and control sites, and across different rainfall bands and for different aspects.
3. Establish and mark all sites.
4. Work with groups like Birdlife Australia to use their existing Birddata app to enable ease of data entry, high quality data entry and storage, surveyor data access, and long-term data set management.



Greg Kerr leading a bird watching session.

It is hoped that future funding will enable us to foster the development of a management group with representatives from a range of bird clubs and natural history groups from across the region to oversee program maintenance into the future, run workshops to bring trained community bird observers on board, explain the program and establish protocols, provide access to apps like Avenza and maps of survey sites, and plan surveys on an annual basis, and endeavour to get a minimum of one bird survey at each site annually in spring but encourage more in other seasons on an ongoing basis.

Ongoing community involvement in running of surveys, undertaking of surveys and compilation and analysis of data has the potential to raise community awareness of the status of regional biodiversity and facilitate transition of knowledge between generations. By facilitating active community involvement in their environment, this program aims to improve community health and wellbeing, improve knowledge and management of natural systems and biodiversity, help identify knowledge gaps, provide a method for assessing impacts of on-ground works, enable changing patterns of biodiversity to be identified over time and assessment of anticipated climate change refuge value. A critical benefit is quantification of ecosystem change associated with gradual long-term climate change. Knowledge gained may enable preparedness and management of biodiversity in the face of extreme weather, including directly informing location and scope of habitat restoration projects. This program redresses declining community natural history knowledge and skills, builds capacity to undertake surveys, empowers people to identify remnant sites under threat and enable work to ameliorate these threats. In developing and establishing the project it is hoped that collaboration and partnerships across government sectors and community groups will strengthen over time. If successful this project has the potential to be extended to other regions in Victoria.

This project received grant funding from the Australian Government through the Australian Heritage Grants Program, Glenelg-Hopkins CMA Victorian Landcare Grant, and a generous Biodiversity Conservation Grant from The Ross Trust

2.3 Insights from some of NGT's wonderful volunteers to Celebrate National Volunteer Week 2022 (by Rose Thompson, Project Ecologist)

NGT certainly couldn't achieve all that we do without our fantastic volunteers!

To mark National Volunteer Week in 2022, we shared stories from volunteers around our region – and we thought they were worth including here too. Read on to get a feel for what people enjoy about volunteering for nature with NGT.

Kylie and Andrew in the Grampians, Vic

First up we have Kylie and Andrew who have been helping us out at Walker Swamp since May 2021. Kylie and Andrew, who have also volunteered with local Landcare groups and Scouts, became interested in NGT's work in the Grampians (Gariwerd) after buying a bush block in the area a few years ago. They noticed there was work underway to restore Walker Swamp and found



the rapid transformation “breathtaking”. They say they “were keen to get involved to support this exciting project which gives us hope that we can reverse some of the mistakes of the past.”

Kylie and Andrew are involved with our ongoing monitoring of the site to detect any changes to abundance and diversity of fauna since restoration. Their role has involved trekking out on site to change batteries and retrieve memory cards from motion sensor cameras and audio recorders.

When asked about their favourite volunteering moments, they say that “the highlights are many. Getting out into the swamp and seeing endangered birdlife such as brolgas returning to the wetlands is an obvious highlight. It has also been fantastic meeting a wonderful bunch of people, both NGT staff and other volunteers. Through this network we’ve become involved in some other local Landcare projects.”

Helen in Mt Gambier, SA

Helen is one of the regular crew at our native plant nursery in Mt Gambier. Helen started volunteering with NGT about eight years ago during the restoration of Long Swamp, Victoria. She remembers, “there were a lot of sandbags to be filled!” (She’s not wrong – for that project we manually filled and placed more than 7000 sandbags!).

Helen joins us about once a week and helps Ange, Nursery Manager, with a range of nursery tasks. She also joins us for planting days and any other activities that “take her fancy.” But we’re not the only group that benefits from Helen’s hard work – she also volunteers with Friends of Shorebirds SE, Mt Gambier Friends of Parks, and Millicent Field Naturalists.



When asked for her volunteering highlights, Helen said, “there have been many good moments. I enjoy being around other volunteers and am in awe of the wonderful hard working staff. Being out in the environment we have some magic encounters with the wildlife. One of my most memorable times was sitting in a ute watching a huge hail storm sweep across Mt Burr Swamp late in the afternoon at a planting day.”

Helen would love to see the environment loved and valued by all. She says, “what a different world we would live in, but for now I can only do the best for my little patch.”

Jennie in Mt Gambier, SA

Jennie, another one of our nursery regulars is a retired primary school teacher and began volunteering with us in 2019. As well as working in the nursery, Jennie also helps us out at Mount Burr Swamp, Eaglehawk Waterhole, and Hutt Bay.



Jennie has a love for the natural environment, especially trees, and connected with the fact that NGT is restoring local places. It's a bonus that our nursery is close to her home! She also volunteers with a number of other organisations, including FoodBank, SAPOL, Riddoch Art Gallery, and sometimes helps out Rotary.

Jennie has enjoyed learning more about conservation with NGT. She loves that volunteering leads to "intelligent and fun conversations with a fabulous group of people" and "provides the opportunity to mix with a variety of people including young ones."

Jennie says her hopes for the environment are that "we don't let the beauty and wonder of our natural environment disappear forever. We have to leave a legacy for our grandchildren and their children and so on."

Vivien in Dunkeld, Vic

Vivien, now retired from careers as an academic and a counsellor, has been volunteering with us for about a year in the Grampians.

Vivien became aware of volunteer opportunities with NGT through another volunteer role she fulfils at the kitchen garden of a local school where she works with NGT's Lisa (who, as well as working in the kitchen garden, as a farmer, and as a Landcare facilitator, is also our Southern Grampians Community Coordinator). Vivien also volunteers with the Dunkeld Refugee and Asylum Seekers group which carries out a wide variety of fundraising efforts. Vivien says she was motivated to volunteer with NGT because she was "deeply inspired by the great work so far undertaken at Walker Swamp as well as Long Point."



During her academic career, Vivien taught in the Mawson Centre's Master of Environmental Studies program at the University of Adelaide, and has really enjoyed adding to her theoretical knowledge through the experiential learning opportunities volunteering with NGT has provided. She has been involved in a number of different activities including tree planting and guarding and a Red Gum health assessment, and she is currently assisting with a project involving two Hamilton schools. In this current program, students from two schools are working together to identify native and weed plants, insects, birds, and habitats of native and introduced species, with the aim of producing a wetland ID guide to be used by others in future.

Vivien has a bush block in the Dunkeld area and reckons that being involved with NGT has increased her understanding of "about this distinctive and precious environment of the Grampians and surrounds the region ... an area of outstanding natural beauty."

Vivien says the Red Gum assessment, led by Greg Kerr, was “a truly great learning experience. Quite apart from soaking up so much history and NGT information re Walker Swamp from Greg, I can never look at the Red Gums on my property and elsewhere in the same way – transformative!” She has also enjoyed meeting the NGT volunteers and community members who share similar interests and passions, including Bill Wetherly of Friends of Forgotten Woodlands and other local bush block owners. Another highlight has been “observing how primary and secondary students experience the environment at Walker Swamp away from school and book learning!”

When asked for her hopes for the environment, Vivien has this to say: “After a life in cities both in Australia, in UK and USA, I have lived for many years in the Southern Grampians trading a largely theoretical and book knowledge of the environment and its history for a more practical immersion in tree growing, maintenance of a native animal sanctuary and care of a small property – a precious opportunity to understand, conserve and care for the land. NGT and its ten years of huge effort has already illustrated to me the remarkable achievements that are possible for specific environs, particularly, bringing back wetlands, revitalising degraded former pasture lands and eradicating blue gum plantations... I would celebrate the proliferation of many such organisations such as NGT and believe it provides a successful working model of restoring and regeneration of the non-built environment. Yes, you bring a much-needed hope!”

2.5 An action plan for threatened bushfire-impacted spiny crayfish is released (by Nick Whiterod, Senior Aquatic Ecologist)

‘Saving the spinys: urgent actions to conserve the Euastacus freshwater crayfish’, is a ground-breaking bushfire recovery project funded by the Australian Government’s Bushfire Recovery for Wildlife and Habitats program.

The project has provided vital information needed to the conserve species of *Euastacus* that were impacted by the 2019-20 bushfires. During the project, the status of and threats to *Euastacus* species were assessed through field surveys to 100s of sites across eastern Australia, the feasibility of conservation translocations was evaluated, molecular taxonomy analyses highlighted up to 27 new species (adding to the 53 currently described species) and there has been a real push to raise the profile of this highly threatened genus.



***Euastacus girurmulayn* (smooth crayfish), a species known from highland rainforests of north-eastern NSW, is being proposed as Endangered under the EPBC Act. Photo: Rob McCormack.**

An important aspect of the project has been to formally assess the status of species against [Environment Protection and Biodiversity Conservation Act 1999](#) criteria – this is critical to afford legislative protection, which is often required before threatened species can attract meaningful attention and resources. This aspect of the project has been summarised in ‘The 2022 Action Plan for priority 2019–20 bushfire-impacted species from Australia’s endemic freshwater crayfish genus *Euastacus* (Parastacidae)’.

In the Action Plan, five species were assessed as Critically Endangered and 13 species as Endangered.

The Action Plan outlines nine priorities for the conservation and management of bushfire-impacted priority species of *Euastacus*, which are equally relevant to all members of the genus.

The priorities are to:

- Undertake formal national assessment for all *Euastacus* and develop recovery plan(s);
- Mitigate threats and implement conservation actions;
- Incorporate and include *Euastacus* into management strategies and actions at multiple scales;
- Define species’ range boundaries and implement ongoing population monitoring programs;
- Resolve taxonomic uncertainty and formally describe putative species;
- Redress previously identified critical biological and ecological knowledge gaps;
- Explore species-specific conservation translocations;
- Engage stakeholders in management and conservation; and
- Raise the profile of the *Euastacus* within governments, NGOs and funding bodies.

It is hoped that this Action Plan will establish a platform for the genus-level conservation and management species of *Euastacus*, which are a critically important and vulnerable component of Australia’s distinctive inland aquatic biodiversity.

This project is supported by the:



Australian Government

*Bushfire Recovery
for Wildlife and Habitat Program*

2.6 The 'end of the beginning' of the Long Swamp restoration story (by Mark Bachmann)

It has been one of our longest running projects – delivered by NGT over the years in partnership with local community groups (led by Nelson Coastcare), NGT volunteers, Traditional Owners, Parks Victoria, the Glenelg Hopkins CMA and DELWP – but now that our latest grant-funded project has come to an end, it marks the 'end of the beginning' of the Long Swamp restoration story. Long Swamp is an internationally important (Ramsar designated) wetland situated in Discovery Bay Coastal Park, between Nelson and Portland in far south-west Victoria.



Looking north over the restored wetlands and dunes near Nobles Rocks (foreground) in autumn 2022 – the main project area for NGT's Long Swamp restoration project in Discovery Bay Coastal Park. Photo: Mark Bachmann

To revisit the journey of this site over the past ten years, please feel free to look over past stories on our website ([by clicking here](#)). If you take the time to do so, you'll see that what began as small investigation back in 2012/13, eventually evolved first [into a restoration trial](#) (in 2014/15) and later [permanent restoration of the sand dune](#) (in 2019), which has [seen the nearby foredunes reform](#) and helped to reverse the long-term drying trend within Long Swamp to improve the aquatic ecological values of the site.

Over the years, we've talked a lot about the history of the site, including [how the drain was cut to the sea in the 1930s](#), and we've also undertaken a significant amount of hydrological and ecological monitoring within the wetland, including [publishing a detailed study on the response of native freshwater fish](#) to the work.

Along the way, we experienced the exhilaration of meeting [Robbie the Bittern](#), one of the first Australasian Bitterns to ever be satellite tracked, who chose our restoration site as his new home only [a short time after leaving the Riverina region of NSW back in 2015](#). Robbie was our very own national ambassador for wetland restoration!

In 2018, the project was even recognised with [a national award for excellence in ecological restoration](#), by the Society of Ecological Restoration Australasia. Around the same time, the wetland was designated a wetland of International Importance under the Ramsar Convention on Wetlands by the Victorian and Australian Governments, which was [a great moment for NGT and the local community](#).



Brisbane, 27th of Sept 2018.
Hank Bower (far left) – Lord Howe Island Restoration Project and Mark Bachmann (far right) – Long Swamp Restoration Project,
presented as joint winners of the 2018 SERA Award for Restoration Excellence by Professor Kingsley Dixon (centre left) and Dr Tein McDonald (centre right).

And this is just the tip of the iceberg!

The key location throughout was the site of restoration works in the dunes near Nobles Rocks, where the community helped us to construct the 7000+ geofabric sandbag structure back in 2015, from scratch, by hand – noting that we may never tackle another one quite this big! We did so out of respect for the cultural heritage of this sensitive stretch of coast, which was home to First Nations people (near the boundary between the Gunditjmarra and Boandik people) for many millennia and is littered with past evidence of their continuous occupation and stewardship. The changing view of the main restoration site in the dunes from 2014 – 2022 is shown below.



The restoration of Long Swamp: 2014-2022. Photos by Mark Bachmann

As you will notice above, we are now starting to see the vegetation rapidly reclaim the dunes and the general location of the works themselves, and upstream of the works, the wetland habitat of Long Swamp has now well and truly settled into its new hydrological regime. This includes restoring all surface flows back along their original route, via Eel Creek and Oxbow Lake, to the Glenelg River estuary 11 kilometres downstream – reinvigorating the wetlands of Long Swamp along the way.

This is just the beginning however of the next chapter for this magnificent wetland system, as its ecology continues to recover and evolve in response to the restored water regime. Now that we move out of the active restoration works phase, subject to funding, we hope to continue to monitor and explore those hydrological and ecological changes over the years ahead.

Documenting the recovery of wetlands after restoration is incredibly important for highlighting the value of restoring natural wetlands, so that we can repeat the process elsewhere and trigger the recovery potential of these incredibly dynamic and forgiving ecosystems. You can directly support our wetland restoration work by visiting [our donations page](#).

Nature Glenelg Trust would not have been able to tackle the restoration of Long Swamp if not for the support of so many different people, groups and organisations over the past 10 years. This final phase of the Long Swamp restoration project has been supported by the Victorian Government’s Biodiversity Response Planning (BRP) program, but we’d like to close this chapter of the story by recognising all of our partners from over the years below.



thanks the following groups and organisations for their support over the past decade at Long Swamp:



2.7 Recapping NGT's Tasmanian Wetland Restoration Field Day at Moulting Lagoon (by Bec Sheldon, Senior Wetland Ecologist)

NGT, in partnership with the Tasmanian Land Conservancy (TLC), hosted a field day at Long Point and The Grange properties, which border Moulting Lagoon, on Tuesday 31st May 2022. The field day provided an opportunity for people who recently attended the [NGT wetland restoration workshop](#) (and other interested folk) to see the Moulting Lagoon restoration works up close.

The field day was attended by ~20 people, including two NGT staff, TLC staff and representatives from Tasmanian NRM organisations, the Derwent Estuary Program, TLC supporters, Landcare, as well as forestry and environmental consultants. Many attendees had previously engaged with NGT and the Moulting Lagoon restoration project via the workshop we [held earlier in May](#).



Cath Dickson (TLC), Bec (NGT), and Laurel McGinnity (NRM South) kicking things off with an introduction to the project and sites. Photo: Sam Jack.

The field day commenced with an overview of the broader 'Improving the Ecological Character of the Moulting Lagoon and Apsley Marshes Ramsar Sites' project by Laurel McGinnity (NRM South), followed by a specific overview of the eco-hydrological assessment and restoration works by Bec (NGT). First stop was Yards Hole where we investigated the northern area, [recently restored in March 2022](#), to remediate a series of small dams and an artificial channel to Little Bay, established in the 1990s as part of an aquaculture development. We then traversed the eastern perimeter of Yards Hole to observe the bulk earth works completed in March to backfill essentially a moat that had been built around the perimeter of the Hole as part of the same aquaculture development.



Bec explaining bulk earthworks and restoration of the northern area of Yards Hole to remediate the impact of the former aquaculture works. Photo: Sam Jack.



Crossing over what once was the outlet to Yards Hole. Tidal levels in Little Bay were elevated and the former channel could no longer be seen. Photo: Sam Jack.

Next, we walked across The Grange to Long Point, where Cath Dickson (TLC) introduced us to the reserve and shared its history, values, and threats. We explored the western section of Barkstand channel and Opening Hole, before crossing the channel and climbing up to the elevated Barkstand Point proper to take in the views of the Long Point property and discuss the restoration works planned for summer/autumn 2023. From that vantage point we could see the small western drain and levee and the entire length of the Barkstand channel and associated drainage areas. We unfortunately ran out of time (and light!) to traipse over to the southern end of the eastern levee where we commenced restoration works in March 2022; however, observation of the western levee gave attendees an idea of the scale of the works and the different approach required for these sensitive saltmarsh areas, where [linear drainage footprints were developed, likely by convicts, in the mid 1800s.](#)



Crossing Barkstand channel, with Opening Hole in the background. Photo: Sam Jack.

For those of you who were unable to attend, the information we provided to attendees on the day is now [available for you to download, print](#) or view below. We also hope to offer another opportunity to those who missed out due to the weather-induced date change, to visit the site during restoration works scheduled for summer/autumn 2023. Please [let us know](#) if you are interested.

Thank you to all those that attended and have expressed ongoing interest in this important project. A special thanks to Cath Dickson of TLC for her assistance in helping to coordinate and host the event.



Pleasant trek back to the vehicles and off site in the late afternoon light. Photo: Bec Sheldon.

This project is supported by NRM South, with funding provided via the Australian Government.



2.8 NGT is ready to increase our impact over the next 10 years, with our new management team taking shape

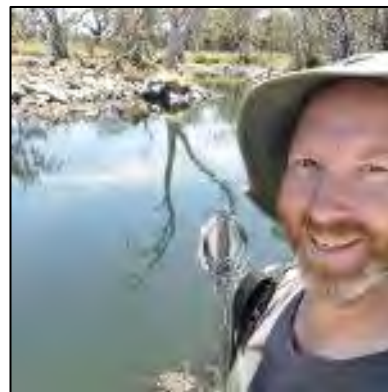
Over the past 12 months, NGT has been quietly going through a behind the scenes evolution of sorts, as we progress through our 10 year review and transition from the organisation's "start-up" phase into a model of operating that is capable of genuinely sustaining our work and growing our environmental restoration impact into the future.

A key part of that transition is ensuring we have a great team in place to lead NGT into our next 10 years. Firstly, in early 2022 Melissa Herpich, previously a Senior Manager with the Glenelg Hopkins CMA, joined NGT in a new role as our Ecological Programs Manager and Second-in-Charge. As one of our original Board members, Melissa knows all about NGT's history and culture of getting things done, so it is fantastic to have her back involved with us in an operational capacity at such an important time.



Melissa has a wealth of experience working across the Limestone Coast and Glenelg Hopkins regions developing and managing large scale biodiversity conservation programs. She will provide increased management support to projects and staff, and work closely with our partners. Like many staff within NGT, Melissa has a particular interest in wetlands and their restoration, and has a track-record of leading and delivering on-ground outcomes for the environment.

Secondly, after almost 10 years with NGT, around the same time as Melissa's appointment, Lachlan Farrington commenced in the role of Principal Ecologist. Lachlan has a research background in landscape genetics, and since 2007 has developed specialised applied ecological skills – employing a range of technical tools (GIS, remote sensing, data-logger and field ecological data interpretation, etc.) to deliver science-based, on-ground environmental outcomes.



Lachlan has extensive experience in NRM planning, field and technical ecological studies and group facilitation, enabling him to lead complex wetland restoration projects, eco-hydrological investigations and landscape planning tasks. The Principal Ecologist role is a key scientific leadership role within NGT.

In late 2021, after getting to know NGT over a period of a couple of years, Paula Thomson joined our team as our Senior Partnerships Advisor. Paula is helping us to explore how philanthropy and the ongoing involvement of our supporters might progress NGT's vision for the natural environment.



Finally, in mid-2022 we welcomed Carmen Bliss, our new Business Operations Manager and the final member of NGT's new management team.

Carmen is based in Mount Gambier, but her administrative role supports the entire NGT workforce across its geographic breadth, ensuring that everyone who works for NGT has the resources and support they need to be able to efficiently get on with our important work.

Carmen has an extensive background in administration, project management, and business management. She is passionate about not-for-profit organisations, sustainability, the environment and has a love for our coastlines and diverse ecological systems. When not on the job for NGT, Carmen can be found out in the paddock tending to her horses with her daughter Anna and son Harry, or at local live music supporting her husband's band.



A very special thank you to the Ross Trust, who have provided NGT with a capacity building grant that is helping to underpin Carmen's role over the next few years. In the short time since Carmen started, we are already seeing the benefits of having her and this incredibly important role in our team.

Melissa, Lachie, Paula and Carmen are part of NGT's new Management Team that also comprises Mark Bachmann, and Richard Crew (Honorary Financial Controller).

The next and final phase of change we are embarking on to prepare NGT for the next 10 years and beyond is renewal of the membership of our Board in 2023.

If you or someone you know is interested in being considered for a role as a voluntary Director on the NGT Board, then you are welcome to send me an email (mark.bachmann@natureglenelg.org.au) to express your future interest.

Nature Glenelg Trust gratefully acknowledges the generous support of the Ross Trust



3. Plans for the 2022-23 Financial Year

3.1 Finalise implementation of NGT's 10 Year Review outcomes

NGT was legally established in October 2011 and commenced operating in January 2012. The operationally focussed structure and function of the original Board and Committee of Management has been fit for purpose during NGT's establishment phase, when creating a track record and demonstrating our scientific credibility was our most important focus. With the organisation moving into a new phase, we are committed to ensuring that NGT has a sustainable model for the long-term.

Over the past 12 months the operational structure of NGT has been reviewed, and a series of changes to internal staffing structure have been implemented, as described in Section 2.8. The remaining two goals to finalise implementation of NGT's 10 Year Review, are:

Goal: To prepare a new strategic plan for NGT, as a concise, standalone document.

Goal: To renew membership of the NGT Board, under newly adopted Terms of Reference.

3.2 To protect NGT's culture and reputation as leaders in restoration ecology in south-eastern Australia, during this time of organisational change

Nature Glenelg Trust has had considerable success delivering a wide range of projects over the organisation's first ten years. We now work across all south-eastern states (SA, Vic, NSW and Tasmania) of Australia. Consistent with having an organisational emphasis on science, including ecological restoration and threatened species research/recovery, and communication, during this time of change, we will maintain and protect our reputation among our partners, peers and community supporters as leaders in these fields.

Further, the workplace culture of Nature Glenelg Trust is fundamental to the way our organisation operates and is a key reason for our success.

Our culture is exhibited daily by the proactive and passionate way we deliver our work, the respectful way we treat each other, the generous way we share our knowledge and the genuine, open way we communicate and engage with our community of supporters. We value collaboration, and work actively with others to achieve outcomes.

We choose to be an efficient and effective organisation that is strongly focussed on outcomes. We get things done, and seek out and fill gaps to augment the greater conservation effort. We identify, test, trial and deliver creative solutions to environmental problems and do not shy away from doing things differently, as it creates opportunities for learning and improvement. We recognise and respect the history of the unique places we work, the significant connection of people to place, and the importance of fostering this in the management of our own reserves.

Goal: To protect NGTs culture and reputation during a time of organisational change, by supporting our staff to continue to deliver our work in the same way that has made NGT successful over our first 10 years.

4. Employee Statistics

Nature Glenelg Trust employed ten full-time, 14 part-time and 22 casual staff throughout the 2021-22 financial year.

Our full-time and part-time employees at the time of writing (Nov 2022) are:

- | | |
|--|---|
| 1. Mark Bachmann (Managing Director) | 13. Rupert Mathwin (Amphibian Ecologist) |
| 2. Carmen Bliss (Business Operations Manager) | 14. Simeon Pocha (Field Aquatic Ecologist) |
| 3. Jessica Bouchier (Project Ecologist) | 15. Tessa Roberts (Wetland Ecologist) |
| 4. Lachlan Farrington (Principal Ecologist) | 16. Angus Samson (Field Assistant) |
| 5. Bryan Haywood (Senior Ecologist) | 17. Tom Sheehan (Field Ecology and Works Officer) |
| 6. Melissa Herpich (Ecological Programs Manager / 2IC) | 18. Bec Sheldon (Senior Wetland Ecologist) |
| 7. Sheryl Holliday (Field Officer) | 19. Ben Taylor (Senior Wetland Ecologist) |
| 8. Scott Huntley (Aquatic Ecologist) | 20. Rose Thompson (Project Ecologist) |
| 9. Angela Jones (Community Nursery Coordinator) | 21. Jonathan Tuck (Senior Ecologist) |
| 10. Leah Kemp (Senior Threatened Species Ecologist) | 22. Rosemary Wilson (Field Ecology and Works Officer) |
| 11. Greg Kerr (Senior Ecologist) | 23. Nicholas Whiterod (Senior Aquatic Ecologist) |
| 12. Maiko Lutz (Ecologist) | 24. Sylvia Zukowski (Senior Aquatic Ecologist) |

5. Membership

As a duly constituted fixed trust, Nature Glenelg Trust does not have a voting financial membership base, outside of its Board members. The Board of the Trustee for Nature Glenelg Trust, who are also the organisation's Committee of Management and are legally accountable for the administration of the Public Fund (the Habitat Restoration Fund), currently has three voting members:

1. Mark Bachmann
2. Lachlan Farrington
3. Melissa Herpich

As a NGO committed to filling gaps, we are specifically interested in using our expertise to work with (not compete with) other membership-based community groups to increase their effectiveness, and help them to retain and attract members. We also aim to provide regular and meaningful volunteering opportunities for community through participation in our projects. Nature Glenelg Trust is listed on the Register of Environmental Organisations, enabling the organisation to seek tax-deductible financial contributions to our Public Fund. Supporters of Nature Glenelg Trust are also encouraged to register their email address on our website (www.natureglenelg.org.au) to receive regular monthly updates on our projects and organisational activities.

6. Financial Statement

NATURE GLENELG PTY LTD T/A NATURE GLENELG TRUST

STATEMENT OF COMPREHENSIVE INCOME FOR THE YEAR ENDED 30th JUNE 2022

		2022	2021
		\$	\$
	Note		
Revenue			
Sales		2,310,168	2,268,053
Administration Fees		145,390	134,038
Donations		1,147,085	172,217
Other Income		185,744	1,006,034
Total Revenue		3,788,387	3,580,342
Less			
Expenses			
Cost of Goods Sold		749,904	1,010,085
Employee benefits expense		1,403,938	1,291,316
Other expenses		481,437	247,123
Total expenses		2,635,279	2,548,524
Net surplus for the Year		1,153,108	1,031,818
Other comprehensive income		-	-
Total comprehensive income		1,153,108	1,031,818

NATURE GLENELG PTY LTD T/A NATURE GLENELG TRUST

STATEMENT OF FINANCIAL POSITION
AS AT 30th JUNE 2022

		2022 \$	2021 \$
	Note		
Current Assets			
Cash and Cash Equivalents		3,130,170	3,972,910
Receivables	2.	516,938	416,931
Inventories	3.	1,337,115	911,124
Total Current Assets		4,984,223	5,300,965
Non-Current Assets			
Investments	4.	1,029,451	-
Property Plant and Equipment	5.	8,742,708	7,861,045
Total Non-Current Assets		9,772,159	7,861,045
Total Assets		14,756,382	13,162,010
Current Liabilities			
Trade Creditors and Other Payables	6.	3,334,117	2,685,733
Provisions	8.	479,247	460,231
Total Current Liabilities		3,813,364	3,145,964
Non-Current Liabilities			
Interest Bearing Liabilities	7.	-	254,090
Provisions	8.	173,260	145,306
Total Non-Current Liabilities		173,260	399,396
Total Liabilities		3,986,624	3,545,360
Net Assets		10,769,758	9,616,650
Equity			
Issued Shares & Settled Sum		396	396
Retained Surplus		10,769,362	9,616,254
Total Equity		10,769,758	9,616,650

NATURE GLENELG PTY LTD T/A NATURE GLENELG TRUST

STATEMENT OF CASH FLOWS
AS AT 30th JUNE 2022

	2022 \$	2021 \$
Cash Flow from Operating Activities		
Receipts from		
Donations and Gifts	1,147,085	172,217
Government/Other Grants & Income	2,538,328	3,122,191
Interest	2,967	21,982
Payments to		
Suppliers and Employees	(2,202,759)	(1,920,392)
Interest paid	(2,559)	(15,365)
Net cash flow from operating activities	1,483,062	1,380,633
Cash Flows from Investing Activities		
Purchase of Property Plant & Equipment	(919,161)	(341,161)
Purchase of Investments	(1,152,551)	-
Net cash flow from investing activities	(2,071,712)	(341,161)
Cash Flow from Financing Activities		
Proceeds from interest-bearing liabilities	-	61,992
Repayment of interest-bearing liabilities	(254,090)	(13,075)
Net cash flow from financing activities	(254,090)	48,917
Net increase (decrease) in cash and cash equivalents	(842,070)	1,088,389
Cash and Cash Equivalents at the beginning of the year	3,972,910	2,884,521
Cash and Cash Equivalents at the end of the year	3,130,170	3,972,910
Reconciliation of Net Surplus for the year to net Cash Flows from Operations		
Net Surplus for the year	1,153,108	1,031,818
Depreciation Expense	37,498	23,701
(Increase)/Decrease in Inventories	(425,991)	1,234,193
(Increase)/Decrease in Receivables	(100,007)	(263,952)
Increase/(Decrease) in Provisions	46,970	138,382
Increase/(Decrease) in Trade Creditors	648,384	(906,522)
(Increase)/Decrease in Trade Other Assets	123,100	123,013
Net Cash Flow from Operations	1,483,062	1,380,633

NATURE GLENELG PTY LTD T/A NATURE GLENELG TRUST

NOTES TO THE FINANCIAL REPORT
FOR THE YEAR ENDED 30th JUNE 2022

	2022 \$	2021 \$
NOTE 6 Trade Creditors & Other Payables		
Current		
Deferred Revenue	3,192,192	2,481,809
GST Payable	107,732	130,368
PAYGW Payable	28,266	14,550
Other Creditors	5,927	59,006
	<u>3,334,117</u>	<u>2,685,733</u>

NOTE 7 Interest Bearing Liabilities**Non-Current**

Bank Loans	-	254,090
	<u>-</u>	<u>254,090</u>

NOTE 8 Provisions**Current**

Employee Entitlements	479,247	460,231
	<u>479,247</u>	<u>460,231</u>

Non-Current

Employee Entitlements	173,260	145,306
	<u>173,260</u>	<u>145,306</u>

**NOTE 9 Key Management Personnel
Remuneration**

Short-term employee benefits	775,217	565,892
Other long-term benefits	-	-
	<u>775,217</u>	<u>565,892</u>

NOTE 10 Related Party Transactions**(a) Transactions with key management
personnel of the entity or their personally
related entities**

There have been no significant transactions with key management personnel of the entity or their personally related entities during the financial year ended 30 June 2022 other than as disclosed as at Note 9 above (2021: Nil).

NATURE GLENELG PTY LTD T/A NATURE GLENELG TRUST

**NOTES TO THE FINANCIAL REPORT
FOR THE YEAR ENDED 30th JUNE 2022**

	2022	2021
	\$	\$

(b) Transactions with other related parties

There have been no significant transactions with other related parties during the financial year ended 30th June 2022 (2021: Nil)

NOTE 11 Capital and Leasing Commitments

Capital Commitments as at year end	-	63,000
	<u>-</u>	<u>63,000</u>

NOTE 12 Contingent Liabilities

There were no contingent liabilities as at 30th June 2022 (2021: \$Nil).

NOTE 13 Company Details

The registered office of the company is:
Nature Glenelg Pty Ltd
P O Box 2177
Mount Gambier
SA 5290



**INDEPENDENT AUDIT REPORT
TO THE BOARD MEMBERS OF
NATURE GLENELG PTY LTD ATF NATURE GLENELG TRUST**

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

AUDIT OPINION

We have audited the financial report of Nature Glenelg Pty Ltd atf Nature Glenelg Trust (the trust), which comprises the statement of financial position as at 30 June 2022, the statement of comprehensive income, for the year then ended, and notes to the financial statements, including a summary of significant accounting policies, and the members' declaration by those charged with governance.

In our opinion, the accompanying financial presents fairly, in all material respects of Nature Glenelg Pty Ltd atf Nature Glenelg Trust is in accordance with the Corporations Act 2001, including:

- (a) giving a true and fair view of the company's financial position as at 30 June 2022 and of its performance for the year then ended; and
- (b) complying with Australian Accounting Standards to the extent described in Note 1, and the Corporations Regulations 2001.

BASIS FOR OPINION

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report.

We are independent of the entity in accordance with the auditor independence requirements of the Corporations Act 2001 and the ethical requirements of the Accounting Professional and Ethical Standards Board's (APES 110) Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We confirm that the independence declaration required by the Corporations Act 2001, which has been given to the members of the association, would be in the same terms if given to the members as at the time of this auditor's report.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

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Phone: 08 8332 1355

PO BOX 355,
MITCHAM SA 5062



Compass Group SA Pty Ltd
ABN: 97 602 587 173

**INDEPENDENT AUDIT REPORT
TO THE BOARD MEMBERS OF
NATURE GLENELG PTY LTD ATF NATURE GLENELG TRUST**

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

EMPHASIS OF MATTER – BASIS OF ACCOUNTING AND RESTRICTION ON DISTRIBUTION AND USE

Without modifying our opinion, we draw attention to Note No1 to the financial report, which describes the basis of accounting.

The financial report is prepared to assist Nature Glenelg Pty Ltd atf Nature Glenelg Trust members to comply with the financial reporting provisions of the Corporations Act (2001).

As a result, the financial statement may not be suitable for another purpose. Our report is intended solely for Nature Glenelg Pty Ltd atf Nature Glenelg Trust and should not be distributed to or used by other parties other than Nature Glenelg Pty Ltd atf Nature Glenelg Trust.

RESPONSIBILITIES OF THE MEMBERS FOR THE FINANCIAL REPORT

The members of the association are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the Corporations Act 2001 and is appropriate to meet the needs of the members.

The members' responsibility also includes such internal control as the members determine is necessary to enable the preparation of a financial report that gives a true and fair view and is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the members are responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the members either intend to liquidate the association or to cease operations, or have no realistic alternative but to do so.

AUDITOR'S RESPONSIBILITIES FOR THE AUDIT OF THE FINANCIAL REPORT

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion.

Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists.

Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgment and maintain professional scepticism throughout the audit.

We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting

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**INDEPENDENT AUDIT REPORT
TO THE BOARD MEMBERS OF
NATURE GLENELG PTY LTD ATF NATURE GLENELG TRUST**

REPORT ON THE AUDIT OF THE FINANCIAL REPORT

from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.

- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the members.
- Conclude on the appropriateness of the members' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with the board members regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

INHERENT LIMITATIONS

Due to the inherent limitations of an assurance engagement, together with the internal control structure, it is possible that fraud, error, or non-compliance with the listed provisions may occur and not be detected.

A reasonable assurance engagement does not provide assurance on whether compliance with the listed provisions will continue in the future.

COMPASS GROUP SA PTY LTD


BARRIE LLOYD
RCA - 5357

Signed at Adelaide on the 18th November 2022

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