
Annual Report 2008

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President's Report- Adrian Hill

It is not often you come across an organisation like TIN. A place that is both business and friend, career and family, income and sustenance...workplace and home. It is a fusion of many opposing themes that define this organisation's ethos and personality. And like a family, an organisation is product of those that support it and those related to it.

After a number of years of rapid exponential growth, TIN's 2008 committee agenda largely involved reviewing and reflecting; in other words retaining TIN's ethos while enforcing its structure. In abbreviation this year's committee focused on further new sites investigation, preparations for TIN to offer tax deductible donations, setting a budget, developing policy and rationalising equity within the workplace.

With past years proving TIN was a highly capable, competitive and sought after environmental resource; this year has proven a test on TIN's internal organisational structure. TIN's 2008 committee included a number of new members with diverse backgrounds and a lot of new energy. With the first committee meeting held in retreat at Nelson Bay, a tone was set to focus the year on re-enforcing a robust organisational structure in keeping with TIN's culture. In non-committee speak, this means housekeeping, and in some cases it involved new territory that an organisation of TIN's size must be supported with.

With TIN's Parry St site providing an ideal shop-front interface with the public, it has been difficult to find a larger site in a central location; close to public transport; with a reasonable rent; and flat terrain. We are sensing a little *deja-vous* when referring back at last year's annual report. Investigations into alternative disused sites with Newcastle City Council have been unsuccessful to date however the council has been very supportive and are actively seeking opportunities. A presentation to Council which focused on a disused bowling green in Hamilton allowed TIN to prove how essential this organisation is to this and neighbouring councils. While Parry St looks to be TIN's longer term home, the holding nursery on TransGrid land near the University of Newcastle has become a liability with few facilities and draining an estimated \$10,000-15,000 annually merely in stock transfer and loss of productivity. We hope to find a site within the inner suburbs to replace the Uni site shortly.

While TIN has long been a great organisation to donate money with substantial community returns that can be seen, it has never attracted a tax deduction incentive. This year the committee has worked hard preparing documentation to become a Deductible Gift Recipient (DGR) Status. This firstly involved enrolling onto the Register of Environmental Organisations which has meant amongst many small changes an amendment to the TIN constitution. This is a wonderful benefit to furthering TIN's objective in supplying plants and environmental services to people of all incomes with the prime objective of increasing environmental quality.

Policies and organisational framework were also a major topic for 2008. Position descriptions, for all staff positions, have been requested and are in the process of implementation. The committee has requested that Position Descriptions shall be discussed annually with each staff member so the staff can identify their goals and positions within the organisation and have a clear understanding of their expectations and responsibilities. This has been coupled with development of policies, which TIN has largely lacked until present. Policies shall further define standard practice and expectations for both

staff, members and the committee. In a number of incidences that occurred throughout this year, policies would have likely avoided ambiguities. In making amendments to the constitution for DGR Status, other minor amendments have been made such as replacing 'President' with 'Chair'. Further review of the constitution is expected to be a theme for 2009.


In October, TIN developed its first overall forecast budget. While the organisation has operated for almost 20 years without significant financial forecasting, the current size of the organisation with over twenty staff, now requires that it is financially stable and able to manage in periods of hardship. With scrutiny of anticipated major investments a budget has been set in line with the 2007-2011 strategic plan. While the budget was reasonably general and flexible for 2009, the budget development has allowed TIN to gain an understanding of the financial information required to prepare a robust budget. We hope 2009 will be an opportunity to develop the budget further.

On a closing note, TIN's 2008 has been an interesting and vibrant year. We have made a strong commitment to strengthen the committee's assistance and involvement in the organisation. I would like to extend a thankyou to Justin McKee who was highly committed to the committee earlier this year as President and who established an agenda for 2008 with a focus on policy, DGR, budget and equity within TIN. I would like to thank the TIN committee for their support and contributions this year and hope the TIN's future is green!

General Manager's Report- Gordon Patrick

I was going to start this with a bit of a predictable thing like – It's been another wonderful year at TIN; or It's been an exceptionally busy year; or hectic was the year 2008; or extremely successful 12 months; etc.. But I won't, I'm going to start like this.....

20 years & Still Growing!!! (well almost – in 9months we will officially be born at 20). But I can still say that we are in our 20th year and still doing what we do best – **stuff** and lots of it!

To expand on the stuff we do and the amount, you need read no further that the attached annual summary reports from the managers / coordinators of our 4 Pillar areas (Nursery, Bushland Regeneration, Education and Volunteers) and the succinct and well put comments by our current Committee President. Will he be the last President? If the proposed changes to the TIN constitution go ahead our president will become a chair . Sorry, Committee Chair Person.

The volunteer factor – never to be underestimated. What these guys & girls do is pretty amazing, we could never get done all the things we currently do without the help and enthusiasm of our volunteers – even with our super doper go get'em staff.

The organisation has grown in structure, stature and with new systems implemented, this can only help TINs future. This includes upgrading and inventing new documentation, such as the TIN Constitution, Policies, Procedures, Strategic Plan and Position Descriptions.

Just when you thought TIN had more than enough awards (just check the office walls to see if there is much space left to hang anything) we get another one. Well done to TIN. We were presented the Newcastle Medal back in November 2008 by NCC – quite an achievement, considering other recipients had been pursuing their goals for a much longer period. Also congrats to to Jenny, our

Education Manager, for her Newcastle City Council Service Award, for her dedication to environmental education.

On a more serious note, TIN is still well placed in the market and has an almost enviable reputation in the region for work ethic, quality and overall positive outcomes for almost everything we do. But, having said that, we do need to maintain our standards and even improve and evolve a little more each year.

We have in the past 12 months noted the impacts of a competitive market place for the services we currently provide, including our Bushland Regeneration and supply of native tubestock. Although the competition is something to note and be a conscious of, a bit of competition is a good thing really, as it allows TIN to reassess, diversify and open up new opportunities, as well as to learn and ensure our current high standards are maintained and enhanced.

Goals for the upcoming year:

- Keeping the pressure up in finding a new site for TIN consolidation or the expansion of our current Parry Street site - also for consolidation purposes.
- Improving conditions for staff & volunteers;
- Get more walls to hang awards on;
- Implement the new range of policies and other official documentation produced over the past 12 months; and
- Have another productive year greening and educating the region.

TIN's cooperative nature and willingness to pursue, dig-in and get things done to achieve goals has put us in good stead for the coming year and hopefully another 20!

Well done all!

Bush Regeneration Manager's Report- Janet Mackay

This year has seen many bright new faces join the bush regeneration team (and some good old faces return). We have delighted in showing the new crew all the beautiful and diverse areas we work in. As a team we have worked in some amazing places that have been new to the old bods as well, such as; Boondlebah Island, Cabbage Tree Island, Winda Woppa, Big Rocky; and Stenhouse drive.

There has been much ooh-ing and ahhhh-ing at the offerings each changing of season has brought such as: orchids, bird sightings, funny fungi, tremendous storm fronts, cute little native animals, weird looking creature things that no-one has any idea of what they could possibly be, and the over-all beauty offered by each incredible eco-system we work in.

Cake eating seems to have been the flavour of the year, with favourites from Bretty's mum and Mark O'Briens amazing kitchens!!

Unfortunately we only won half the contracts from NPWS and Port Stephens Council for the 08/09 year (that's the way the cookie, or cake, crumbles in the ol' contract world). This has, however, given us the opportunity to take on other work that ordinarily we would have had to decline, giving us new areas and new people to work with, so that is a positive.

We have been working on restructuring the layout of our Bush Regeneration staff positions; this includes standardisation of pay rates in line with position tasks and responsibility levels, additionally position descriptions have been tweaked and twiddled. We still are in the process of working through the issue of our permanent / casual staff ratios.

New Bush Regeneration equipment that has helped efficiency in on-ground works includes a splatter gun and a quick spray unit (which paid for itself in the first day of use).

Training of the Bush Regeneration team for 2008 included;

- Remote First Aid training (four people, with another to be trained next year)
- Native Plant or Weed? Pick the difference workshop with Ann Loughran (9 Bush Regenerators and 1 Nursery staff).
- The Seedy Side of Plants workshop conducted by Barb (4 Bush Regenerators that are undertaking studies at TAFE)
- Chemcert (as required)
- Senior First Aid (as required)

There is currently a document being drafted to designate which training or workshop activities should include payment for staff attendance.

During 2008 the Bush regeneration team has been involved in training several community groups in the Port Stephens area in all aspects of Bush Regeneration. These days have been very successful, with participants being very eager to learn.

We currently have 11 Bush Regenerators working for TIN (looking forward to having Shaz, and possibly Paul, back on board soon which would take it to 13).

On a personal note I'm getting more and more pregnant and less able to work in the field. We will have to restructure some positions to accommodate for this and for when I'm on parental leave.

I personally would like to thank the Bush Regeneration team who are all amazing, gifted, good-natured people and fun to work with!

On behalf to the Bush-Regen Team we send wonderfully warm and weed-free Christmas wishes to all,

Education Manager's Report- Jenny Robinson

This year there has been another flurry of activity supporting schools across the region. TIN has been assisting schools towards sustainability helping to develop School Environmental Management Plans, integrating their sustainability projects across the curriculum and undertaking on-ground projects. TIN's expertise was sought for the Judging Panel for LMCC's School Environmental Awards.

The Hunter-Central Rivers CMA Green Space Green Place coastal education project was completed which produced four beautiful clay murals. If you're near Holy Family, St Josephs-The Junction, The Junction Public or Merewether Heights Public try and have a look.

A very successful schools project was undertaken with three Singleton Schools, sponsored by Xstrata, a unique partnership that provided expertise and support for schools to move along the pathway to sustainability.

A major outcome for the year was the opening of the Green Care Kids Centre at Holy Family, a fantastic venue that provides positive hands on experiences and sustainability solutions for students to engage with. TIN is a proud supporter of The Regional Sustainability Centre that showcases what can be achieved within a school setting and provides a venue for teachers and students to acquire new skills. Teacher training in developing School Environmental Management Plans was conducted with DECC Sustainable Schools Program as the inaugural training session.

NCC's Together Today project was extensively supported by TIN's active involvement with local schools in Newcastle and Lake Macquarie and in the Upper Hunter as far away as Muswellbrook. Activities such as assisting with the development of management plans, consultation, tree supply, biodiversity audits, teacher and school resourcing of integrated curriculum materials and development of learnscapes such as bush tucker gardens.

Visits to 50 schools were undertaken this year through the Biodiversity In Schools project with the support of Hunter Water Corporation sponsorship, this included supplying 15,000 plants to schools.

Many thanks to our sponsors Hunter Water Corporation, Newcastle City Council, Xstrata and the Hunter-Central Rivers Catchment Management Authority for supporting another amazing year.

Community Programs: Climate Cam, Sustainable Schools

Junior Planting events: National Tree Day at King Edward Park, Morgan Street Reserve, The Wetland Centre- Catchment Day, Garvey Grove Planting Day

Schools support was provided to the following schools throughout the Hunter

Adamstown Public School	Cardiff South Public School	Eleebana Public School
Belair Public School	Carrington Public School	Fern Bay Public School
Biddabah Public School	Charlestown East Public School	Garden Suburb Public School
Birraban Public School	Charlestown Public School	Gateshead Public School
Broke Public School	Coal Point Public School	Glendale East Public School
Callaghan College Waratah	Edgeworth Public School	Hamilton North Public School

Hamilton Public School	Lambton Public School	St James Muswellbrook
Heaton Public School	Mayfield East Public School	St Josephs Charlestown
Holy Cross Primary- Glendale	Merewether Public School	St Josephs The Junction
Holy Family- Merewether	Merewether Heights Public School	St Marys -Gateshead
Hunter School of Performing Arts	Morisset High School	St Marys -Warners Bay
Hunter Sports High	Newcastle Baptist Preschool	St Pius Adamstown
Iona Public School	Our Lady of Lourdes- Tarro	Stockton Public School
Kahibah Public School	Singleton Public School	The Junction Public School
King Street Public School	Speers Point Public School	Wallsend South Public School
Kitchener Public School	St Columbus Adamstown	Waratah Public School
Kotara Public School	St James- Kotara South	Wyong Creek Public School

Nursery Manager's Report- Barb Nanshe

This year was a fast moving year in the Nursery. We appointed Sharyn Ryan Hancock in the Senior Supervisors position in May, circumstances conspired to bless us with Cate Paton full time in the nursery since July, add to that our fast learning Cara Lloyd and you get a great, organized and productive, good vibe working Nursery.

Another bonus this year has also been the addition of Mim Woodland to the TIN team. A life member of TIN, Mim has a very broad knowledge of our industry and TIN itself. She has been able to help out in a lot of different ways around the Nursery, as well as being the friendly informative voice at the end of the phone.

Our volunteer base continues to expand with 1-3 people being inducted every week, all of which spend some time in the nursery. Our Volunteers coordinator, Ngaire and the volunteers, have been very busy planting our nursery tubestock in the ground at numerous locations around town. She has also been strengthening the communication and liaison with volunteers.

There have been some challenges in the nursery this year, with a few tricky moments with some of our more interesting volunteers, as well as some stand out volunteerism. Our Don Kirwan was nominated for volunteer of the year for both NSW and the Hunter Region, and gained recognition for both, for his extra seed collection endeavours.

We still have dreams of extending our nursery area in Parry Street to the 'road reserve' park area in front of TIN's fence. This dream may soon be fully realized, as we are in the process of seeking funding through the Area Assistance Scheme and developing the DA to put up fencing and facilities to really get things moving. We are planning where we will put shelters, sheds, tables and trailers in the newly arranged space. We are planning compost bins to be erected soon, on our existing site. I am sure we will have oodles of volunteers and others to help us with the expansion when it is finally underway.

We gained a new, small, supplies storage shed, that we literally squeezed into the area at the back of the igloo! We also gained an undercover area between the office and the container that we now house

tools in, from the container. This has already relieved the OH&S issues raised with the lack of space in the container and helped stem the baldness of some staff!

We completed the round of Site Assessments from the CMA's Empowering Eco Actions Grant in January. It was a most successful workshop for Boyd and crew at The Wetlands Centre. TIN provided educational on-ground support for the revegetation for the Green and Golden Bell Frog project

We also produced another TIN booklet as a spin off entitled "How to Make a Frog Pond with Local Native Plants".

We successfully delivered training workshops on "Nursery Know How" and there was a lot of interest in all parts of the workshop areas. Now we have another product to enable us to spread the native plant nursery word.

Garden consultancy has been taking me away from the cocoon of the office this year, and I have both enjoyed getting out and also helping people with their back yard problems, offering native plant and permaculture solutions.

The seed story this year... we have been very low on seed for those more popular plants eg. *Pultanea villosa*, *Baumea spp.*, *Dianella caerulea*, *Callistemon citrinus*, *Lomandra longifolia* (creek variety).

We have organised and advertised our excess donated seed for sale. We could not sow this seed in the quantity that has been donated, so it will be great to see this go out for revegetation projects before it loses viability.

We attended a planned plant rescue mission of heath plants at Tilligerry Habitat in July and I am happy to report that many of the plants survived and are even flowering! Mim has been identifying and labelling them for us. Some may be returned to Tilligerry but most will be sold sometime next year.

Every little nook and cranny in the nursery at Parry Street is filled once again with growing and healthy plants. The uni nursery has space that we are very quickly filling with next years orders and newly potted stock. We have a large variety this year, but a few less Eucalyptus due to the downturn in popularity(possibly due to the June 07 storm); less Banksias and Dianella due to the loss of one heat bed and the munching of rats and mice; and a wide selection and quantity of Acacias due to their popularity and our growing enthusiasm.

Our contract with the CMA has changed this year to a "Preferred Suppliers" list, where plants are paid for up front on collection or delivery. Civilake has been a constant customer again this year with requests for sedges and rushes for the lake edge jobs continuing, there has also been an increase in requests for rainforest species. Port Stephens Council also continued ordering large amounts of plants from us, as has the LRO.

The Smart Energy Expo was the promotional winner for us this year. We sold 183 tubes plus pots and took 13 memberships, and invariably our information went out to more interested people.

Our prices went up again in line with the cost of living (and fuel).

Our prices for Tubestock are now:

	Members:	Non-members:
1-49plants		
Regular Tubestock	\$2.80 each	\$3.60
Hikos	\$2.00each	\$2.50
Large Tubestock (Rainforest)	\$3.80 each	\$4.80

I am looking forward to and excited by the expansion and possibility of overflowing into a closer site not so far from here next year. Thanks to the efforts of great team this year, I am looking forward to another

year where we can learn more, teach more, grow more and sell more native plants to the Hunter Region.

Volunteer and Coastal Projects Report- Ngaire Southwell

2008 has been a great year for the coastal projects with TIN securing new grants from CMA, Envirofund & site specific grants from Newcastle City Council. Across all the sites and projects Trees In Newcastle Volunteers have contributed 2,835 hours over 87 days and have planted 14,867 native plants.

The three main sites for all this good work are Merewether Beach, Burwood Beach and King Edward Park. Site summaries are given below for these three main sites.

Merewether Beach

The last 12 months have seen the TIN Volunteers plant 3081 natives over 24 days, contributing 663 hours to the rehabilitation of the dune systems at Merewether Beach. This amazing transformation of the monoculture of Bitou that presided just a few short years ago is now a haven of native plants hugging the dunes.

Work has been undertaken in two main areas. The first area worked on was the sloping section of vegetation directly between Merewether Surf Club & Surf House. The second area that TIN concentrated on was the frontal dune system between the stormwater pipe and Merewether Surf Club. The dunes were covered in Bitou Bush, herbaceous weeds and annual grasses, which have been cleared & replanted with natives. The main weed species removed from these areas included Bitou, Couch, Kikuyu, Hydrocotyle, Gazania, Thistle, Oxalis, Gazania, Galenia and an unknown Grass sp. All species bar the Hydrocotyle, are controlled.

The Dune system has highly erodible soils and several areas of concern. These areas were densely planted with *Carpobrotus glaucescens* (Pigface), *Acacia sophorae* (Coastal Wattle), *Lomandra longifolia* (Spiny Headed Mat Rush), *Isolepis nodosa* (Knobby Club Rush) and *Westringia fruticosa* (Coastal Rosemary) to stabilise the soil. Hessian logs were also constructed using Bitou removed from the site and rolled in hessian and then staked on steep sections of the slope to control water flow and therefore erosion on the site. The above species were used with great success on the site with a 90% survival rate. All are quick growing species that provide rapid stabilisation of the soil.

Other species used effectively to increase biodiversity and stabilise the dunes were *Banksia integrifolia* (Coastal Banksia), *Cupaniopsis anacardioides* (Tuckeroo), *Brachycome multiflora* (Cut leaf Daisy), *Correa alba* (White Correa), *Canavalia* (Beach Bean) and *Hibbertia scandens* (Golden Guinea Flower). These beautiful natives are able to tolerate the salt spray and harsh conditions of the dune system.

Merewether Beach site is easily accessible and works will be continuing here in the New Year with an Envirofund grant. Merewether Beach also plays host to Corporate Planting Days. TIN hosts Price Waterhouse Coopers on these days as a way of companies contributing to the local environment.

Merewether Beach Landcaring work also happens every second Sunday of the Month, if you would like to volunteer and learn a few handy hints about growing salt tolerant plants, native plant regeneration or TIN feel free to join us at one of our gatherings 10-12pm. The next monthly Merewether Landcare Day will be 15th February 2009.

Burwood Beach

Burwood Beach is a beautiful place to work and proves popular with the volunteers who have planted 2789 natives over 17 days contributing 539 hours to the project since January 2008.

This site is an important link in the corridor of vegetation between Glenrock Conservation Recreation Area and Nobbies Headlands. Stage 1 of the project has removed large tracks of Bitou Bush from the frontal & hind dunes and established colonising species such as *Acacia sophorae* (Coastal Wattle), *Westringia fruticosa* (Coastal Rosemary), *Lomandra longifolia* (Spiny Headed Mat Rush), *Isolepis nodosa* (Knobby Club Rush) and *Carpobrotus glaucescens* (Pigface) to stabilise the dunes and provide cover and food for local fauna and therefore, increasing biodiversity.

After the initial removal of thick stands and scattered patches of Bitou, the inevitable carpet of Bitou seedlings appeared and so efforts were focused on removing the Bitou seedlings and continuing to increase the biodiversity of the site by planting local native species. One such species is *Leucopogon parviflorus*, a few clumps exist on site and fruit was collected, grown by the TIN volunteers & Staff and then planted back on the site. This ensured local provenance and will in time increase food sources for small birds (e.g. Red-browed Finch), small mammals (e.g. Bandicoot and Antechinus), lizards and ants. Other species to gain indirectly would be the Echidna and Red-bellied Black Snake which feed on the insects and small mammals.

Species survival has been 75%, this lower than usually survival rate is attributed to rabbit predation on the *Lomandra* and *Isolepis*. Survival rates of 90% have been recorded for all other species. We are currently not planting either *Lomandra* or *Isolepis* as the losses are simply too great for these species. NPWS has been notified about the predation by rabbits.

King Edward Park

TIN volunteers over 21 days contributed 861 volunteer hours and planted 6474 native plants at King Edward Park (KEP).

The KEP site received a massive boost with the National Tree Day Community Planting Event. This year's event saw 4545 natives planted by the local community and TIN Volunteers, and was followed by a highly successful Sausage Sizzle. Site preparation for the National Tree Day community planting event was delayed by rain and the area cleared was not as extensive as hoped. The reduction in area meant our target of 5000 plants was not reached this year, but earlier site preparation will ensure next year we reach our target.

The primary weeds at KEP are Couch and Kikuyu (*Pennisetum clandestinum*). These are highly invasive grasses and are a key threatening process for the *Themeda* Grasslands which comprise part of an Endangered Ecological Community. Extensive removal of these species was undertaken, but they continue to be a problem. Plantings at KEP experience the same harsh conditions present at Merewether Beach with salt laden winds and harsh conditions, so similar species are planted here with 80 % survival rate.

2008 has also seen the completion of a number of projects including the: Catchment Management Authority (CMA) Small Grants 2007-2008 Project at Merewether Beach, Burwood Beach and King Edward Park, Claremont Reserve Envirofund Project, Newcastle City Council Coastal Revegetation Extension Project and the Morgan St Reserve Environmental Small Grants Project. Individual reports are available for these projects.

Table 1. Summary of Works for each Site

Site	Days on Site	In-kind Days	Volunteer Numbers	Volunteer Hours	No. of Plants
Merewether Beach	19	5	181	663	3081
King Edward Park	18	3	332	861	6474
Burwood Beach	16	1	138	539	2789
Morgan St Reserve	11	0	141	378	1070
Claremont Reserve	4	0	23	89	413
Bathers Way	3	0	27	104	390
Shepherds Hill	0	7	57	202	650
Totals	71	16	899	2835	14867

All projects have been highly successful and Trees In Newcastle would like to thank all those who have volunteered their time, provided funding and support including Hunter-Central Rivers Catchment Management Authority, National Parks and Wildlife Service, Newcastle City Council, Natural Heritage Trust, Trees In Newcastle Volunteers, Holy Family Primary School, Price Waterhouse Coopers and the staff at Trees In Newcastle.

Section
2

People of TIN

The Value-packed Volunteers

Allan Govan, Allan McGregor, Anthony Fox, Barbara Macdonald, Clive Murphy, Dan Hodgson, Daryl Hughes, Don Brown, Don Kirwan, Elise Budden, Errol Marshall, Garry Kjoller, Geoffrey Reidy, George Stajkowski, Graham Taylor, Graham Meehan, Hugh Eldridge, Ian Antonsen, Jeff Sparke, Jane Watt, Jeff Sparke, June Hutchison, J Williamson, Kaye McDonald, Kevin Crump, Krum Bozinovski, Leonie Mitchell, Martin Bowthorpe, Mary Williams, Mick Cassidy, Maxine Curk, Michael Whittington, Neil McDonald, Nicholas Warfield, Peter Davidson, Peter Broekhuysen, Peter Hoskins, Peter Mackie, Peter Saunderson, Phil Blench, Scott Longmuir, Steve Earl, Stewart Hutchison, Suzanne Reid, Tad Rykala, Vasko Markovski, William Wondergem

A special thankyou to the volunteers from

The Samaritans: T Heidemann, Douglas Bennett, Tegan March, Daniel Woodley, Penny, Michael

Life Without Barriers: Patsey Johnson, Mel Keyes, Bec Keyes, Marc Warren, Lauren Stubbs, Rebecca, Kane, Rachel, Mel, Kobes, Liz, Simon Lutwyche, Monique Gooch, Daniel Moyle, Nathan Johnsen, Jared Foster, Nicola Lowe, D Bridge

Callaghan College Waratah: Marcelle Powell, Ethan Klimovitch, Jacob Williamson, Josh, Rachael, Harvey Coyae

The Commendable Committee

President- May-December:	Adrian Hill	Committee:	Tasman Willis
President- Jan-April	Justin McKee	Committee Staff	Barb Nanshe Jenny Robinson Sharyn Ryan-Hancock
Treasurer:	Andrew Griffiths		
Vice President May-Dec:	Cath Eather, Tasman Willis	Public Officer:	Gordon Patrick
Vice President Jan-April :	Adrian Hill		
Secretary:	Mim Buchhorn		

The Supportive Staff

<i>General Manager :</i>	Gordon Patrick
<i>Education Manager :</i>	Jenny Robinson
<i>Nursery Manager :</i>	Barb Nanshe
<i>Bush Regeneration Manager :</i>	Janet Mackay
<i>Assistant Bush Regeneration Manager.</i>	Adam Cavallaro
<i>Bush Regeneration Trainee</i>	Brett Miller
<i>Bush Regenerators :</i>	Nicola Bowskill
	Tom Clarke
	Steve Denshire
	Mark Evans
	Ben Latta
	Mark O'Brien
	Cate Paton
	Sunni Boulton
	Kate Noble
	Jason Harvey
<i>Bush regen/Nursery hands:</i>	Trisha Barker
	AJ Jones,
	Rebecca De Haas
	Don Kirwan
<i>Senior Nursery Supervisor:</i>	Sharyn Ryan-Hancock
<i>Nursery Supervisor-</i>	Cate Paton
<i>Uni Nursery Supervisor:</i>	Rodney Fisher,
<i>Nursery Trainee:</i>	Cara Lloyd
<i>Volunteer Coordinator</i>	Ngaire Southwell
<i>Seed Collection Supervisor:</i>	Carl Fulton
<i>Seed Processor</i>	Di Jones
<i>Administration Officer :</i>	Peter Saunderson
<i>Office/Nursery Support.</i>	Mim Woodland
<i>Project Officer/Committee Support</i>	Suzanne Pritchard

End of year Awards

TIN always seeks to attract volunteers and passionate staff who are committed to the conservation of our environment and the goals of TIN.

These contributions of volunteers and staff are vital to TIN's operations. TIN recognises and values the reciprocal nature of the relationship between the organisation and the individual and is committed to an organisation that supports and meets the expectations and needs of individuals.

Formal recognition of service is given at the End of Year Party. Certain individuals are recognised for an outstanding contribution made to TIN

- over an extended period of time, > 3 years volunteer or >5 yr for
- for an outstanding and significant contribution over 1-2 year period.

Volunteer of the year 2008

Don Kirwan (2006)

Longstanding contribution to TIN over an extended period of time, > 3 years

Don Brown (2006)

Epicormic Award New volunteer achievements- contribution over 1-2 year period

Scott Longmuir

Longstanding contribution to TIN by Staff over an extended period of time, > 5 years

Adam Cavallaro (2003)

Exceptional people who are recognised by their peers as giving generously of their time and talent

Peter Davidson, Mick Cassidy, Jeff Sparke, Stewart Hutchinson, Vasco Markovski, Leonie Mitchell, George Stajkowski, Hugh Eldridge, Krume Bozinovski, Barbara Macdonald, Graham Meehan, Rodney Fisher, Cate Paton, Cara Lloyd, Peter Saunderson

The Shiny Side of TIN

Award	Description	Recipient
Con the Fruiterer	For amazing fruit , right to your door	Peter Davidson
Fiduciary Award	For use of unusual words	Adrian Hill
The 'Missing Link'	For alternative theory on evolution	Brett Miller
Mother Hen Award	For his expert care shown to all	Clive Murphy
Macedonian Mafia Award	For an Ingenious approach to work. need we say more!	Krum Bozinovski & Vasco Markovski
Cookie Monster Award	For uncanny ability to leave only crumbs	Daryl Hughes
Bob the Builder Award	For building prowess and knowing just where to put it. so it fits	Mick Cassidy & Jeff Sparke
Jack of all Trades Award	For his handy ways	George Stajkowski
Lone Ranger Award	For never giving up the search for Tonto out on the ranges	Rodney Fisher
How Green is My Cactus Award	For having a sixth sense in knowing when to water the thirstiest of plants	Stewart Hutchinson
Constant Gardener Award	For being consistently consistent.	Tad Rykala
Creative Creature Award-	For his unique ability to transform found objects into art	Garry Kjoller
The David Attenborough Award	For seeing amazing things everywhere	Steve Denshire
The Sleeping Beauty Award	No description required	Ben Latta
The Nana Knitter Award	For creating something beautiful out of spare moments	Nicola Bowskill

Section
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A year at TIN

Awards

Trees In Newcastle- City of Newcastle Medal for highly distinguished service to the City and Community of Newcastle. The award is made in recognition of outstanding contributions to the engagement of the community in nature conservation.

Jenny Robinson- City of Newcastle Service Award in the field of Environmental Education

Community Capacity Building

Grants undertaken and/or obtained in 2008

- CMA/NHT-\$25,000: Empowering Eco Actions Through Knowledge Sharing 1-Bush Regeneration
- CMA/NHT (\$25,000) Enabling Eco Actions Through Knowledge Sharing 2-Nursery Know How
- NRAC- \$66,000:- Go Green-Hands On Integrated Environmental Education for Catholic Schools
- CMA/NHT (\$44,000) Green Space Green Place –schools linking to the environment through art
- Hunter Water (\$4000) –Biodiversity in Schools Programme implementation
- Envirofund (\$37,5000) Continuation of Rehabilitation Work on Newcastle’s Coast
- Newcastle City Council (\$14,000), Bathers Way, Claremont Reserve
- Newcastle City Council, Small Environmental Small Grants (\$6000) Morgan St Reserve
- CMA Small Grant (\$7500) Burwood Beach and King Edward Park
- DEC / NPWS (\$5000) Burwood Beach Rehabilitation – continuation

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- Australian Government- Grants to Voluntary Environment & Heritage Organisation (\$4500)
 - CMA-Caring for Our Country-Community Network Support (\$10,000)
 - Australia Post/Landcare Australia (\$3300)- 20 years of TIN Open Day Celebration

Coastcare/Landcare projects

- National Tree Day at King Edward Park
- Schools Tree Day at King Edward Park
- Coastcare at King Edward Park
- Coastcare at Merewether Beach
- Coastcare at Burwood Beach
- Coastcare at Shepherds Hill
- Morgan Street Reserve
- Claremont Reserve
- Monthly Sunday Landcare- Merewether Beach
- Catchment Day at the Wetlands Centre- community planting

Volunteer Recognition Events

- National Volunteer Week- Combined lunch with Lake Macquarie Landcare Network at the Landcare Resource Office
- International Volunteers Day – Cake
- End of Year Party & Recognition Awards.

Community Events

- Community Workshops & Training
 - Nursery Know How Workshops
 - Empower Eco actions- Bush Regeneration Workshop

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- Water Week Workshop- Native Plant or Weed Pick the Difference
 - Sustainable Schools SEMP builder training - Teacher Training of SEMP builder website
 - On Ground Events
 - Catchment Day at the Wetlands Centre-planting
 - Clean Up Australia Day at Glenrock SCA
 - Talks to Groups
 - Westlakes Seniors Guest Speaker- TIN and volunteering
 - Mountains to the Dunes Forum- Why Native Plants forum
 - LMCC-Native Gardening community talk
 - Fairs, Festivals, Expos
 - Hamilton Food and Wine Expo- Frog Friendly and Bushtucker plants
 - SOFAR Expo-frog friendly plants
 - Cultural Stomp-membership/information
 - Total Field Days- information & display of seedy creek bed
 - Biodiversity Month -Week Long -Fathers Day Plant Sale at TIN
 - Smart Energy Expo- local native plants, membership drive

Capacity Building Information

- TINformation production- Summer, Autumn, Winter, Spring
- Clean & Green News articles
- Urban Landcarer- monthly articles
- Maintenance of our website www.treesinnewcastle.org.au
- Booklets/workshops on
 - How to make a frog pond
 - Nursery establishment Workshop

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- Nursery Operations and Procedures Workshop
 - New TIN Topics
 - TIN Topic 14- Creating Stepping Stones for Frugivores
 - TIN Topic 15- Urban Forests, Farm Forestry and Cabinet Timbers
 - TIN Topic 16- Creating Stepping Stones for Nectar Feeders
 - TIN Topic 17- Veg on the Verge

Commercial Projects

Port Stephens Council Area

- Fingal Bay (Barry Park) Weed Control –Bitou TAP Project
- Boat Harbour Weed Control –Bitou TAP Project
- Port Stephens Bushland Regeneration Contract 06-08 – Various locations across the LGA:Dutchmans Bay, Taylors Beach, Mambo Wetlands, Corlette Point, Stoney Ridge, Greenplay, Point, Bagnalls Beach, Fly Point, Shoal Bay, Bridal Walk, Soldiers Point, Cromarty Bay, Windeyers Creek.

Lake Macquarie City Council Area

- Floraville Gully rainforest restoration
- Dudley Headland Rehabilitation and Dudley Headland Bitou TAP Projects
- Valentine OLMCC-creekline restoration
- Garvey Grove – Priority Rehabilitation Issues and Action Plan

Newcastle City Council Area

- Market Swamp wetland rehabilitation
- Stream assessments mapping the condition of the urban creeks.
- Mapping of the Themeda australis grassland on coastal headlands and sea cliffs - Endangered Ecological Community in Newcastle LGA
- Weed Control Work Bathers Way, King Edward Park

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- Claremont Reserve Primary Weed Control Work, Adamstown Heights
 - Weed Control Work Drysdale Drive, Lambton
 - Bush Regeneration Works for the Wentworth Creek Riparian Regeneration Stream Condition Assessment in western Newcastle LGA
 - Morgan Street Reserve rehabilitation
 - Coastal Projects- King Edward Park and Merewether
 - Vegetation Action Plan for The Obelisk site, The Hill.

Hunter-Central Rivers Catchment Management Authority (CMA)

- Combined creeks assessment in NCC –LMCC local government areas

NPWS Bushland Regeneration Works

Lake Macquarie SCA, Munmorah SCA (Mooney Beach, Point Wollstonecraft, Wybung Head), Awabakal NR, Copeland Tops NP, Myall Lakes NP (Broughton Island), Jerusalem Creek, Tomaree NP, Barrington Tops NP, Woko NP, Williams River, Glenrock SCA, Pambalong Swamp NR, Seaham Swamp NR, Hexham Swamp NR.

Hunter Water Corporation

- Rehabilitation, Revegetation and Weed Control at South West Rocks Waste Water Treatment Plant- Kempsey Council Mid Coast Water
- Rehabilitation / Bushland Regeneration Services near Burwood Beach for Hunter Water Corporation 2007

Other Organisations

- Ravensworth and Cumnock Collieries – seed collection and growing of local native tubestock for revegetation purposes.
- West Wallsend Colliery, Wakefield – weed control and rehabilitation in area of Swamp Forest
- John Holland Constructions Rehabilitation and weed control works – Market Swamp, Sandgate
- Sunlea Investments- Winda Woppa, Hawks Nest bushland regeneration

Private Organisations/ individuals regeneration projects

- Munibung Hill rehabilitation
- The Wetlands Centre Australia-wetland rehabilitation
- Armstrongs, Tingira Heights - bushland regeneration
- Tierny's, Martinsville bushland regeneration, seed collection, propagation and planting
- Margaret Holt's Property, Black Hill- bushland regeneration
- Reassessment for Native Plant Species – Urban Eco Village, Shortland of TIN

Section

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Financials

Audited statements from

Linkara Group Pty Ltd

Po Box 123

Merewether 2291