
Annual Report 2010

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Chairperson's Report- Ian McKenzie

The Annual General Meeting (AGM) signifies the completion of another year's work in improving the environment around Newcastle and surrounds.

2010 is noteworthy for two significant events.

After a lot of hard work TIN has attained Deductible Gift Recipient (DGR) status! This means that as a not-for-profit organisation we are able to offer members and supporters the opportunity to make tax-deductible donations.

The DGR Committee of six held its inaugural meeting, which was a resounding success with many creative ideas to capitalise on our new DGR status.

Special thanks must be extended to Mim Buchhorn for her early research work into obtaining DGR status and to Anne Ross for her ongoing efforts in eventually being granted DGR status.

The other significant event in 2010 was the departure from the helm of TIN by Gordon Patrick. Gordon has been TIN Manager for 4.5 years, and his departure signals the end of one era and the start of a new one. Gordon has been described as the glue that held TIN together, having been on the Committee since 1993 and President for 10 years— an apt description for a person who earned the respect and friendship of staff, volunteers and the committee. Thanks Gordon!

At this point I would like to acknowledge and extend thanks to TIN's nearly 300 members for your support, to the many volunteers that contribute so selflessly to the betterment of Newcastle, to the staff for all your hard work, and to the committee for its support and work to take TIN forward into the next decade as a stronger and more effective community environment organisation. Suzanne Pritchard deserves acknowledgement and thanks for stepping in to fill Gordon's shoes while we recruited a new General Manager.

I am pleased to advise that Louise Duff has been appointed as the General Manager of TIN. Louise will already be known to many of you. In her role as Community Assistance Coordinator at Newcastle City Council Louise helped build the capacity of community organisations. As Greening Broker her brief was to improve environmental outcomes in parks. Louise spent two years as CEO of the Hunter Wetlands Centre and helped establish that organisation in a financially sound and strategic position. She also has extensive experience as an environmental educator. I welcome Louise to TIN and wish her the best in her new role.



Photo Jenny Robinson 2010- Tawney family at Holy Family Primary School

Treasurer's Report- Harvey Mitchell

I was pleased to be able to join the TIN Committee at the AGM in December 2009, and I have hoped to also make a contribution to TIN as Treasurer from the same date. Over the twelve months the following has occurred:

The monthly reports which I have received for December 2009 to October 2010 show the following net profits or losses:

December	PROFIT	\$	920.40
January	LOSS	\$	44,920.00
February	LOSS	\$	3,810.92
March	PROFIT	\$	41,662.89
April	LOSS	\$	1,898.40
May	PROFIT	\$	10,901.26
June	PROFIT	\$	27,892.05
July	LOSS	\$	12,984.42
August	LOSS	\$	5,968.87
September	PROFIT	\$	18,518.01
October	PROFIT	\$	7,752.60



Large monthly fluctuations are, to be expected, of course, especially in an organisation dealing with something as seasonal as plants. Occasional large payments, notably for workers compensation insurance, also contribute significantly to monthly variations. The total net profit of \$ 38,000 over this period is equivalent to an average profit of just \$3500 per month. However, the good news is that at least it is a profit.

If we look at financial years, the auditor's report for the financial year 2009-2010 indicates that the profit from ordinary activities amounted to \$ 2,091 for the year ended 30 June 2010, to be compared with a loss of almost 39,000 for the previous financial year. These figures have to be viewed in the light of total trading income of about 750,000 for the last couple of years.

Overall, the figures seem to suggest that the finances of TIN have to be handled carefully. To assist the management of finances, a draft budget has now been prepared, to be finalised by the Committee working in conjunction with the new General Manager and with advice from the auditor, The Linkara Group Pty Ltd. The budget should be usable, with some additional book-keeping work by TIN staff, to enable the income and expenditure in future to be linked closely to the major cost centres, as part of an ongoing attempt to progress the financial management.

Month:	Dec-09	Jan-10	Feb-10	Mar-10	Apr-10	May-10	Jun-10	Jul-10	Aug-10	Sep-10	Oct-10
1) Nursery: Net Profit	\$19,576	\$4,513	\$5,265	\$12,471	\$5,849	\$1,751	\$2,805	-\$6,243	\$2,121	\$3,497	\$8,783
2) Bush Regen.: Net Profit	\$61,788	\$7,557	\$37,191	\$70,125	\$20,851	\$21,665	\$35,646	\$15,855	\$4,663	\$7,797	\$15,823
3) Other Income	\$9,964	\$3,555	\$2,874	\$17,520	\$1,115	\$4,971	\$12,149	\$8,287	\$7,773	\$27,896	\$6,662
TOTAL INCOME	\$92,575	\$16,454	\$46,079	\$101,105	\$66,363	\$62,976	\$82,993	\$70,190	\$54,669	\$83,891	\$73,180
TOTAL EXPENSES	\$90,617	\$59,747	\$49,358	\$58,645	\$67,590	\$50,743	\$54,773	\$81,660	\$59,841	\$62,576	\$65,857
GRAND TOTAL: Income - Expenses + Other	\$920	\$44,921	-\$3,811	\$41,663	-\$1,898	\$10,901	\$27,892	\$12,984	-\$5,969	\$18,518	\$7,753

Interim Manager's Report- Suzanne Pritchard

Spring brought with it a flurry of activity with the moving on of Gordon and maintaining the momentum of the TIN Tall Ship. Like all big ships trying to keep on course is one thing, knowing where you're going is another.

The people of TIN are the heart and soul of our organisation: the volunteers who give their time to support our mission, the staff who give their all and the members who support a local environmental organisation. TIN is a unique blend of passion, people and plants. It has been a privilege and a fantastic opportunity to gain this unique perspective of the organisation in the role of Interim Manager.

TIN has been blessed with a fantastic Committee this year. Many thanks to Ian for keeping to TIN's mission and ensuring the new General Manager process secured the best person for the job.

There has also been a deep desire to keep TIN at the forefront of community involvement in the local environment, and to do this move TIN in to a new era of professionalism. TIN's 22 staff are a highly diverse and skilled mob. Ensuring their talents are being used in the best possible way to produce the best outcomes will be the purpose of TIN's imminent restructure, the theme of which is Right Direction-Right Structure-Right Outcomes. Many thanks to Meredith Laing for her commitment to this process and making it happen.

The Treasurer, Harvey Mitchell has also raised the bar, providing not only oversight, but budget insight. Harvey sees the meaning behind the numbers and can relay that message to help us plan our operations.

The rest of the commendable Committee, Di Lenham, Anne Ross, Katrin Gustafson, Ellen Saxon and Jenny Robinson have all contributed in 2010 to ensure that TIN continues to be focussed and fun, relevant and rational.

A relatively short period as Interim manager has provided a different appreciation for what an amazing job Gordon did, keeping all those juggling balls in the air. Gordon's ecological expertise has provided a phenomenal foundation upon which TIN will continue to grow, his dedication and commitment to TIN for almost two decades has left a lasting legacy.

Finally a heartfelt welcome to Louise Duff, TIN's new General Manager. The winds of change are upon the organisation and Louise's sails are set to take full advantage of the opportunities that are being presented. Louise's experience and expertise are a huge asset to the organisation and TIN is very fortunate to have her on board.

Bush Regeneration Manager's Report- Trisha Barker

Once again it's been a busy year with a constant flow of work for the bush regeneration team.

We are continuing with the NPWS – Hunter Region's two year contract which is divided into different regional areas, the Hunter Coast, Great Lakes, Barrington Tops, and Islands.

The Newcastle area has been split from the Port Stephens office and is now aligned with the Central Coast. The total amount for this TIN contract is \$85,779.32. We also regained half of the Port Stephens 2010-2011 contract, working at various reserves around Nelson Bay including Mambo Wetlands. This contract is worth \$75,076.00.

Additionally we gained extra contract work through Port Stephens Councils through funding sources such as Caring for Country Coastal Partnership program, Environmental Trust Grants and other sources.

Other major projects include;

- Creek rehabilitation works on Styx, Coalmine and Dark Creek with the Land and Property Management Authority within Newcastle Council area. (\$152,531).
- Dune rehabilitation along Jimmy's Beach in Tea Gardens (\$51,178).

- Jerry's Plain Cemetery: with a population of *Acacia pendula* (Weeping Myall), classified as a critically endangered ecological community, this work has high conservation significance.
- Bush Regeneration at Dudley Bluff for Lake Macquarie Council .
- Land & Property Management/ Lake Macquarie Council have contracted TIN for the Highfields Regeneration Project along Fernleigh bike track (\$24,000).
- Lake Macquarie – Saltmarsh & Wetland Restoration project.
- Hunter Rivers Catchment Management Authority & Hunter Bird Observers - Milham Pond Ash Island, Mangrove Removal (\$25,000).

Recently we've been working with:

- Lake Macquarie City Council : Cameron Park – Cocked Hat Creek Rehabilitation Project.
- Hunter Treatment Alliance: Burwood (Murdering Gully) weed control works.
- Hunter Water Australia: Sewer Main upgrade Rehabilitation Works at Glenrock State Conservation Area - a big project over two years.
- Landcare Australia: Durness – Borland Landcare Corridor Project

Currently we have on board 10 bush regenerators. Over the year the Busho team planted approximately 26,000 plants! Some of the trees planted early on in the year are almost 3m tall.

Port Stephens Council funded training days, across a number of sites which gave the locals the opportunity to learn Bushland Regeneration skills from the team. These education days provided participants with the skills to continue good work on Landcare projects.

All in all an amazing year, many thanks to the team, our clients and Gordon for initiating many of the projects.

Merry Christmas and see you in the New Year.

The highlight of the year was definitely the helicopter trip out to Boondelbah Island.



Education Report

Humans have a major hand in threatening biodiversity. The team at Trees in Newcastle recognise that to fulfil our mission to protect and conserve native vegetation, we need to work not just on the ground but with people. Our education and community engagement program seeks to address this by building knowledge and capacity for nature conservation. Trees in Newcastle's education partners include:

- Lake Macquarie City Council and the Lake Macquarie Landcare Resource Office
- The Department of Education and Training and the Catholic Education Office
- The Wetlands Environmental Education Centre
- The Hunter-Central Rivers Catchment Management Authority
- DECC's National Parks and Wildlife Service
- Scout and Guide groups
- Conservation Volunteers Australia.



This year, our Environmental Education Manager Jenny Robinson worked with three pre-schools, 38 primary schools and 15 secondary schools in the Newcastle-Lake Macquarie area. Jenny's work in the education sector included:

- Biodiversity audits;
- Site assessments and landscape design for Junior Landcare projects;
- Coordinating plant supply and planting days in school grounds and community sites;
- Supporting the Landcare for Youth (L4Y) teachers network at monthly meetings to share knowledge and experience;
- Advising teachers and providing input into School Environmental Management Plans;
- A video conference to share experience, skills and knowledge;
- Waste and water audits;
- Working with students and teachers to build frog ponds and bush tucker gardens.



Jenny presented a range of education workshops, hands-on activities and excursions for students. These included:

- "From Seeds to Leaves" plant propagation workshops
- "Talking Trees" lessons on the values of trees for people and the environment;
- "Waterwatch" water monitoring activities;
- "Stormwater Story" presentations to protect urban stormwater quality;
- "Rockpool rambles" for coastal discovery and protection;
- "Community workers" presentations.

In all, Trees in Newcastle's school education program helped build knowledge, understanding, skills and positive attitudes with 90 primary and 37 secondary teachers, 533 primary students and 380 secondary students. Funding for outreach to Lake Macquarie Schools was provided by the NSW Environmental Trust via a grant to the Lake Macquarie Landcare Resource Centre.

Nursery Manager's Report- Barb Nanshe

Both nurseries are in a continuous state of flux. As is the way every year we find ourselves with large plants coming into March and then as if by magic they are all gone leading up to our Open Day in September and new small shiny ones are in their place.

Throughout this year we continued to produce plants of superior quality and integrity. We had many comments that our plants were stronger than other natives sourced from other nurseries in the area. I think this is due to our hardening off process that starts in the seed tray and also our seaweed solution addition to all seedlings potted up.

Our seed sowing and propagation activities kept us busy this year. Little to no seed was eaten from the trays, as our covers inside the igloo and outside on the tables are working very well. Our outside net has put a stop to the pigeons' free dining strategies, and they are no longer seen on their perches, waiting for us to be busy else where.



Photo Jenny Robinson 2010

In January and February we had unseasonal rain and low temperatures which slowed down any propagation we attempted in those months.

The nursery provided 5,000 local native plants just for our National Tree Day activities.

Eucalyptus species continued to be unpopular, bush food plants were still sought and the smaller shrubs under 1m with pretty flowers were the most popular. Our true grasses are also off the popular list except for *Poa labillardiera* and *Themeda australis*.

Plants rescued from Tilligery Habitat in November last year are going very well. Some have been returned to the site and others sold to sandy gardens. The remaining ones are flowering beautifully at present.

As at June 30, 2010 the number of plants at Parry Street was 21,310 with a stocktake value of \$49,194.10.

The Transgrid Site held 62,215 plants valued at \$105,721.40

We would like to recruit more volunteers for specific tasks or job descriptions next year, especially on the Transgrid site.

National Tree day was busy. Most orders for Landcare and schools came through the Landcare Resource Office as bulk orders and few as independent orders. This made it easier for us to prepare for species to be propagated.

We have had an order for 20,000 plants from The Hunter Treatment Alliance for revegetation of the Burwood Beach pipeline. Almost 5,000 of those have been dispatched and the further 15,000 will be dispatched by the end of the year. There may be a further order of another 10,000 Hikos next year for this project.

We were also engaged in a consultation, plant supply and planting job with Charlton Christian College to help complete and beautify their new sports field. This very successful project will be continued and completed in the New Year.

This year we have been targeting the seed we have little of, with some success due to the lack of people to take seed collectors out, the activity has not been held on a regular basis to date. We hope this will change as I am currently training staff in Seed Identification and Collection to take on the activity with the volunteers on Fridays. Seed Collection workshops have been popular this year both outside and within the organisation.

Gordon, Peter, Ellen, Linda and I have been fulfilling a seed collection contract for Stratford Coal Operations near Gloucester, with great success. The seed is required for the planned wildlife corridor across the site.

We have finally begun to change the last of our low makeshift tables in Parry Street, for space-saving double storey mesh tables. Thanks to funds from the Community Building Partnership Grant from the NSW Government we have had Mick Cassidy and his trusty and diverse volunteer crew to tackle infrastructure projects around the site. The covered rainforest section looks fabulous, as do the front tables adjacent the ramp. We currently have more tables being made for the north west side of the nursery which will also be double storey, to take over from the lower makeshift ones housing our *Allocasuarina* sp. I cant wait! This will really define the areas with plants for sale from those with plants not yet for sale and lower any manual handling risk there may have been with the lower tables.

2010 was another year of staffing changes. Key nursery staff left and new ones took their place. New casual staff were employed and trained to fill in the gaps and take up any extra work or leave days.

- Sharyn Ryan Hancock left us to take a field job with Ecobiological and was replaced by Linda Carlton as the Senior Nursery Supervisor.
- Cate Paton left us for the shores of Western Australia and Cara Lloyd returned from maternity leave to fill Cate's shoes.
- Our casual staff list now consists of Melissa Bull, Ben Willings and Paul Jennings. Mim Woodland picked up lots of work elsewhere and Anne Jones went to fulfil a study research grant on *Tetratheca juncea*.
- Linda Charlton brought skills in nursery and bush regen to the Senior Supervisor's position. Linda holds a certificate in Conservation and Land Management and also Horticulture and Parks and Gardens.
- Melissa started with us as a placement Horticulture Student and now holds a spot caring for the nursery on Fridays, with fill in when needed.
- Rodney Fisher gained the role of supervisor to enable him to take on volunteers and casual staff at our Transgrid site. His aim is to draw even more people from the adjacent university to volunteer. Green corps teams were once again present to tackle the never ending growth of weeds and movement of plants in and out of the site. The two teams combined to make up anywhere from 6 to 10 Green Corps bodies every week for 6 months.



The "Continual Improvement" sessions resumed in October. We are working on strategies and policies for "Above and Below the Line Behaviour" for the nursery staff.

Thanks to the new and old team again this year, we have moved forward yet again. I am looking forward to a new year of teamwork and engagement with the new General Manager.



Volunteer and Coastal Projects Report- Ngaire Southwell

2010 has been a year of change for Trees In Newcastle, we have welcomed a number of new volunteers and staff to the organisation as well as farewelled a few into retirement and other employment.

The current ensemble of volunteers are absolutely fantastic, with the core group averaging five years with Trees In Newcastle, and the new volunteers showing great initiative. Volunteers are essential to TIN's operations and their contributions are very much appreciated.

The volunteers have had a busy year finalising projects and starting new ones. The aim of the coastal projects is to conserve the natural environment of Newcastle's coastline and work towards establishing a vegetation link/corridor between Nobbys Headland and Glenrock SCA.

CURRENT PROJECTS

HCRCMA Burwood Beach project

Although essentially a volunteer project this project is currently being managed and supervised by the Bush Regeneration Manager and Supervisor. The project is Invasive Weed Control and revegetation work on the coastal dunes, coastal heath and littoral rainforest.

To date, the volunteers have contributed 240 hours and planted 210 natives.

NPWS have evoked quarantine protocols to keep Myrtle Rust out of Glenrock SCA, this involves washing down vehicles, tools and boots before entering the site.

Caring For Our Country Coastal Project

CFOC project works across 3 sites: King Edward Park, Merewether Beach and Burwood Beach where revegetation and weed control activities are being undertaken by the TIN volunteers and supervisor. This is due for completion at end June 2011 and is almost complete. The remaining 3 days will be completed in the New Year.

Hunter Water Shepherds Hill project

Hunter Water generously provides funding each year to continue the revegetation and invasive weed control program at Shepherds Hill to protect the Endangered Ecological community *Themeda Grassland on Seacliffs and Headlands*. Work is undertaken to control Bitou and invasive perennial grasses such as Couch, Paspalum and Parramatta grass as well as Fireweed, Turkey Rhubarb and Mother of Millions.

The 2009-2010 funding was completed in June 2010 and report submitted. The current round of funding is \$5000 and 3 days have been completed by the volunteers and one day by the bush regeneration team.

COMPLETED PROJECTS

TIN Volunteer Projects that have been completed this year are:

NCC King Edward Park project

Newcastle City Council provided ground preparation, mulch and 2500 plants to continue with National Tree Day community and school's planting events in two areas in King Edward Park.

The National Tree Day for schools was held Friday 30th July 2010 above the play area near the Norfolk Island Pines with 120 students from the Holy Family School and five TIN volunteers participating on the day.

The National Tree Day community planting event attracted 185 volunteers the largest to date, and 2250 natives were established in the area below the flower garden. TIN volunteers undertook primary

weed control and site preparation for this area under the Caring For Our Country project. Other significant contributions were made by Federal MP Sharon Grierson who gave generously of her time and donated 100 plants to the project, also the Merewether 1st Scouts who turned out on mass to plant and assist with the BBQ, Thank You!

NCC Claremont Reserve Revegetation project

The TIN Volunteers assisted in weed control and revegetation activities at Claremont Reserve over a three year period following on from the primary weed control undertaken by the Bush regeneration team. The project was completed in February 2010.

Envirofund Coastal Project

The Envirofund project worked across four sites, King Edward Park, Shepherds Hill, Merewether Beach and Burwood Beach. The majority of this project was completed in 2008 and 2009, with a few days early in 2010 to complete the project. This grant contributed significantly to the revegetation works on the Newcastle coastline, funded two National Tree Day events in 2008 and 2009 and produced the Weeds, Wind, Waves and Walkers Signage displayed at these sites. With the successful completion of this project TIN was able to secure further federal funding with the Caring For Our Country Grant.

NPWS Burwood project

Funding was provided to continue the invasive weed control and revegetation of the dune system at Burwood Beach. This project allowed essential site maintenance to occur and fill in any gaps between projects.

NPWS also donated gloves, tools and sunscreen to the volunteer projects.

Further funding will be sought from NPWS for 2011.

VOLUNTEER RECOGNITION EVENTS

A volunteer recognition event was held at Merewether Surf Club to celebrate International Volunteer Day on Tuesday 7th December 2010. All recent past and present volunteers were invited to attend.

The volunteers were presented with appreciation certificates, by the new General Manager Louise Duff, for Volunteer of the Year, Epicornic Award for most outstanding new volunteer, and Leaf Awards for volunteers who have made an outstanding contribution to TIN over 3 years.

As the Volunteer Co-ordinator I would like to thank ALL the volunteers who have contributed to the Trees In Newcastle vision over the past 12 months, it has been a pleasure to work alongside you.



Volunteer Coastal Projects Summary 2010

Funding Body/ Project Title	SITE	Days on Site	In- kind Days	Vol No.	Vol. Hours	No. of Plants
NCC	Claremont Reserve	1	0	8	32	0
NCC	King Edward Park		8	367	767	2510
Hunter Water 09/10	Shepherds Hill	2	1	23	66	0
Hunter Water 10/11	Shepherds Hill	1		10	35	0
Envirofund- Project 65688 Continuation	Burwood Beach	0	5	51	158	1121
	Merewether Beach	0	4	25	79	271
	King Edward Park	0	5	35	138.5	901
	Shepherds Hill	0	4	26	90	877
TOTALS	Envirofund	0	18	137	465	3170
NPWS - DECC	Burwood Beach	1	0	7	28	0
Caring for our Country	Merewether Beach	9	1	72	254	1000
	Shepherds Hill	1	3	10	35	0
	Burwood Beach	8	0	66	259	580
	King Edward Park	10	3	383	810	1150
TOTALS	CFOC	28	7	531	1357	2730
CMA HCR10_007	Burwood Beach	10		61	240	210
TIN TOTALS 2010	ALL SITES	32	26	706	1948	5900



Section
2

2010 at TIN

Community Capacity Building

Grants undertaken and/or obtained in 2010

- Hunter Water Community Grant- Coastal Revegetation at Shepherds Hill, \$5000
- Caring for Our Country- Coastal Rehabilitation. Coastal Rehabilitation sites- continuation of on ground works in three significant areas, \$17,858
- Hunter-Central Rivers-CMA CFoC-, Engaging NSW communities in coastline conservation. Burwood Beach Dunes & Glenrock Littoral Rainforest Restoration Project \$14,343
- Hunter-Central Rivers-CMA CFoC- Caring for our Coast, Interim Round Burwood Beach Dunes & Glenrock Littoral Rainforest Restoration Project Stager 2, \$12,891
- Hunter-Central Rivers-CMA Network Support- Website upgrade, \$10,000
- NSW Community Building Partnership Program. Nursery Upgrade and construction of mini-shed, \$35,705
- Environmental Trust- \$75,000 Landcare for Youth in Lake Macquarie- Implementing project on behalf of Lake Macquarie Landcare Network

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
- Claremont Reserve
- Weekly seed collecting sojourns



Volunteer Recognition Events

-
- International Volunteers Day – BBQ at Merewether Beach
 - End of Year Party & Recognition Awards.

Community Events

- Community Workshops & Training
- Seedy Side of Plants Workshop for Green Corps
- Catchment Day at the Wetlands Centre-planting
- Clean Up Australia Day at Merewether Beach
- Catchment Connections Carnival- L4Y- Sharing Stories
- Talks to Groups- Toronto District Garden Club, Smart Living Festival
- TIN and NCAC Combined Open Day
- Tocal Field Days- information & display of seedy creek bed
- Biodiversity Month -Week Long -Fathers Day Plant Sale at TIN
- Network Participation
 - Hunter Region Landcare Network
 - Hunter Central Coast Regional Environmental Education 'Working Group

Capacity Building Information

- TINformation production- Summer, Autumn, Winter, Spring
- Urban Landcarer- monthly articles
- Maintenance of TIN's website www.treesinnewcastle.org.au



Section

3

People of TIN

The Value-packed Volunteers

Aaron Carmichael, Allan Hill, Allan John Govan, Andreanne Boisvert, Andrew Rogers, Anne Ross, Anthony Causer, Barbara Macdonald, Barbara Nanshe, Ben Willings, Bob McLennan, Brad Scifleet, Brendan Murray, Brian Lawrence, Brigitte Saligny-Roger, Bruce Cotton, Carla Varagnolo, Carol Steer, Carrington James Harris, Charles (Hugh) Eldridge, Chris Wasson, Claire Turner, Colin Byrnes, Corey Husak, Daniel Spehar, Daniel Patrick O'kane, Danielle Wilson, Daryl Hughes, Diana Redman, Diane Lenham, Don Kirwan, Don Chandler, Don Brown, Douglas Bennett, Ellen Saxon, Fiona Watson, Gareth James, Garry Kjoller, Gary Foster, Geoffrey Reidy, George Stajkowski, Glen Howland, Gordon Patrick, Graham Meehan, Graham Taylor, Greg Brannigan, Gretel Linich, Harvey Mitchell, Helen Hall, Ian McKenzie, James Higgins, James Protheroe, Janet Baic, Jeff Sparke, Jenny Robinson, John Dalic, John Kiely, John Kerr, Josie Brotherson, Julia Lee, Katrin Gustafson, Karen Soto Borquez, Kas John Kaminski, Kate Wells, Ken Hamilton, Kevin Proudfoot, Kris Kazam, Krume (Kris) Bozinowski, Leon Smith, Les Doak, Leslie Tuckwell, Luke Mckeon, Lynette Ikin, Marc Crockford, Mark O'Brien, Martin Bowthorpe, Matthew Thomas, Meegan Kenny, Melissa Bull, Meredith Laing, Michael Jones, Michael O'Neill, Michael Whittington, Michael Cassidy, Nathan O'Brien, Ngaire Southwell, Paul Checkley, Paul Mitchell Easton, Pavel Uyslysel, Peter Davies, Peter Steer, Peter Tschopaj, Peter Sherman, Peter Davidson, Peter Saunderson, Phillip White, Phillip Blench, Rachel Russell, Rae Cotterill, Rhys Ptolemy, Richard Colin Townsend, Ridley Leathart, Robert Lucas, Robert John Porter, Rodney Ingersoll, Rodney Fischer, Rosemary Campbell, Russell Laing, Ruth Davies, Sabiene Peters, Sally Parr, Scott Gardam, Sean Kay, Stephen Rapp, Stewart Hutchinson, Suzanne Kolb, Suzanne Pritchard, Taddy (Tad) Rykala, Teri Lucas, Terry Heidemann, Tom Clarke, Toni Debnam, Trisha Barker, Vasko Markowski, Veronica Shaw, Vicki Alyce, Vicki Field, Wendy Yeomans, William Whyman, Yurgen Lisowski.

And of course there is always someone you forget to mention when putting such lists together.

To You,

*a very special thankyou for all you have contributed to TIN over the past 12 months
(you know who you are)*



Photo Ngaire Southwell 2010

The Commendable Committee

Chair:	Ian McKenzie
Vice Chair:	Meredith Laing
Treasurer:	Harvey Mitchell
Secretary:	Di Lenham
Committee:	Anne Ross Katrín Gustafson
Committee (Staff):	Jenny Robinson Ellen Saxon
Public Officer:	Gordon Patrick
Auditor:	The Linkara Group



The Supportive Staff

<i>General Manager :</i>	Gordon Patrick (till 24/8/10) Suzanne Pritchard (interim) Louise Duff – Appointed 6/12/10
<i>Bush Regeneration Manager :</i>	Trisha Barker
<i>Bush Regeneration Supervisor:</i>	Ben Latta (Sept 2010)

Bush Regenerators :

Mark O'Brien	Tom Clarke	Thomas Walters	John Adams	Ben Willings
Ellen Saxon	Mark Evans	Rose McKenzie	Stuart McKenzie	Paul Jennings
Sharyn Ryan-Hancock	Suzanne Pritchard		John Moen	Brett Miller

<i>Education Manager</i>	Jenny Robinson
<i>Nursery Manager</i>	Barb Nanshe
<i>Senior Nursery Supervisor</i>	Sharyn Ryan-Hancock (till Aug 2010) Linda Carlton (since 9/9/10)
<i>Nursery Supervisor-</i>	Cate Paton (till 30/4/10) Cara Lloyd
<i>Uni Nursery Supervisor</i>	Rodney Fisher,
<i>Nursery hands</i>	Paul Jennings, Melissa Bull
<i>Seed Processor</i>	Di Jones
<i>Volunteer Coordinator</i>	Ngaire Southwell
<i>Administration Officer</i>	Peter Sanderson
<i>Project Officer/Committee Support</i>	Suzanne Pritchard

Section

4

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 2010

George Stajkowski - 2004

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

Kris Bozinovski - 2007 Stewart Hutchison- 2002

Epicomic Award

New volunteer achievements- contribution over 1-2 year period

Diana Redmond

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

Ngairé Southwell - 2005

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

Peter Davidson, Graham Meehan, Mick Cassidy, Bob McLennan, Daryl Hughes, Von Shaw, Geoffrey Reidy, Mary Williams, Allan Hill, Peter Davies, Jengis, Peter Tschopaj, Michael Whittington, Tad Rykala, Don Brown, Ken Hamilton, Dan Hodgson, Hugh Eldridge

The Shiny Side of TIN

Award	Description	Recipient
Walk On, Walk On (with a song in your heart)	For throwing a fetlock on the go home straight	Jack Adams
I'm a little Princess	For living in the lap of luxury while on the job at Gloucester and being playful, mischievous but not necessarily innocent	Ellen Saxon
The Guinness Google Award	For a never ending supply of amazing facts and figures at your fingertips	Brett Miller
The Yes Officer I've got a Job	For amazing feats of civil disobedience while saving the planet	Ben Latta
The Blue Heeler Flying High	For being super keen to jump on the ute tray to get to work and going to an island in a helicopter	Tom Clarke
The now you see it now you don't	For flexibility of scheduling in the ever changing world of Bush Regen	Trish Barker
The Ants Pants	For bearing all in the face of adversity	Louise Duff
The Go-Go Gadget Phantom	For doing mysterious things in mysterious places that few of us ever see	Jenny Robinson
The Hilton Deep Thought	For thinking outside the pot-plant for an alternative view point and making everyone feel special	Suzanne Pritchard
The Kelpie	For organising team members and working hard	Ngaire Southwell
The Michelangelo	For sharing artistic flare across the organisation	Barb Nanshe
The OCB2B	For commitment to developing organisational excellence	Linda Carlton
The Pale-face	For consistency, positivity, initiative and dedication to task completion ... with a smile	Di Jones
The Porsche	For outstanding effort and contribution to TIN's smooth running	Cara Lloyd
The Duracell	For always powering on and getting things happening	Mick Cassidy
The Troy	For being a Trojan, keeping and his cool when the pressure builds.	Rodney Fisher
The Winged Whateva	For being a generally cruisey operator	Paul Jennings
The Atomic Whistling Troubadour	For tireless work with a positive attitude anywhere, anytime	Melissa Bull
The Trip Switch	For maintaining safety standards and always being there , even when you're not there.	Sharryn
The photographically ubiquitous	Being seen in all the right places	Tom Clarke
The Almost Ready	For being able to sense the ripeness of seed from 200 paces	Peter Saunderson
The Mystery Man	John who?	John Moen
The Commuter	For distance travelled to get to work to travel more distance to work	Ben Willings