



22/23



We acknowledge the Tasmanian Aboriginal people as the traditional custodians of the lands on which we work and recognise their continuing connection to land, waters and culture.

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## ABOUT THE TLC

1	The Tasmanian Land Conservancy (TLC) was established in 2001 with \$50 in the bank and a handful of committed volunteers. Since then, we have grown to be one of Tasmania's largest private landholders. We protect and manage nature on our own land, and we work alongside other committed landholders to help them identify, protect and manage nature on their properties.
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12	The TLC is a for-purpose (not-for-profit), apolitical, science and community-based organisation that protects nature on private land in Tasmania.
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24	Through science, community and enduring commitment, we inspire and empower people to conserve nature in Tasmania; we do this for the benefit of current and future human generations and for nature itself.
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36	In a changing world, our work is more important than ever. We hold that nature underpins all life and that our efforts contribute to a future where nature is flourishing, valued and fundamental to Tasmania's character. We believe we achieve more for nature by working with others to apply the best available science in our decision making.

*This document reports against the goals laid out in the TLC's 2020-2025 Strategic Plan, available on the TLC website.*

## BOARD

**Chair**  
Mr Julian von Bibra

**Vice Chair**  
Ms Clare Bower

**Board**  
Dr Vanessa Adams  
Mr Stephen Atkinson  
Dr Ian Cresswell  
Mr Simon Foster  
Ms Erika Korosi  
Prof Ted Lefroy  
Prof Greg Lehmann  
Prof Jan McDonald  
Mr Mark Temple-Smith

## UNITED NATIONS SUSTAINABLE DEVELOPMENT GOALS

The TLC's activities and outcomes contribute to specific goals and targets set out in the United Nations' Sustainable Development Goals (SDGs). The TLC's four strategic intents align with nine of the seventeen SDGs - these are indicated by the icons shown in each strategic intent. This alignment helps us track our progress against internationally agreed aims for sustainability.

The SDGs are at the heart of the UN's 2030 Agenda for Sustainable Development. They are an urgent call for action by all countries in a global partnership. The SDGs recognise that ending poverty must go hand-in-hand with strategies that improve health and education, reduce inequality, and spur economic growth - all while tackling climate change and working to preserve our oceans and forests.

## REPORT FROM THE CHAIR

The generosity and support of the TLC community have enabled us to achieve another outstanding year protecting critical areas across our island state. On behalf of the board, I would like to express our collective gratitude to everyone who has contributed to the TLC over our 22 year journey so far, and especially over the last year.

It is a privilege to become the TLC's Chair and I want to sincerely thank the TLC Board for the opportunity to contribute to such a special organisation. I would like to pay special tribute to our past Chair, Jennie Churchill: her knowledge, expertise and steadfast commitment to effective governance and strong outcome-focused leadership has been inspiring and motivating to me and fellow board members. Thank you to Jennie as well as Peter Downie for their ten years of service to the TLC as active and valued contributors to our board.

In my first year as Chair, I have enjoyed enormous support from Clare Bower, our new Vice Chair, and the other members, as well as the members of the board's dedicated subcommittees. It was wonderful to welcome Simon Foster onto the board this year. Simon brings over 30 years of experience to this skills-based board, as a land manager and company director. Our perspective as multi-generational farmers, and the love of the land that comes with it, has transformed into a wider appreciation of the many species that can be supported by careful management. It has been a pleasure to celebrate, this financial year, the tenth anniversary of the Midlands Conservation Partnership, which brings together farmers like myself and Simon with the TLC and Bush Heritage Australia to conserve and manage threatened lowland native grasslands for conservation.

The TLC Foundation this year ticked over the \$20 million mark, a momentous and humbling figure: this perpetual fund, established through community donations, underpins the ongoing management and monitoring of our reserve estate. This year's positive financial result supports the long-term sustainability of the organisation and our conservation work. Ensuring we can fund our efforts long into the future remains a core focus of the board.

Thank you to the TLC staff for your professionalism, energy, commitment and dedication. Our CEO James Hattam has an infectious passion for his job, constantly going above and beyond. This year James was able to take a three-month capacity-building sabbatical thanks to the support of Dr Cath Dickson and the rest of the management team, who stepped up to take on his duties and demonstrated the depth of talent and leadership in the organisation.

The pressure on our natural environment is significant. We face incredible challenges tackling climate change and our current levels of resource consumption.

The TLC offers a wonderful alternative. We have a proven model of protection. It is underpinned by science and community. The board is committed to delivering on this opportunity, and I look forward to what we can achieve in the year ahead



**Mr Julian von Bibra**  
Chair



## REPORT FROM THE CEO

This year marks the halfway point of our 2020-2025 Strategic Plan, and we have seen progress across all our strategic intents of Nature, People, Influence and Excellence.

In the past year, TLC has protected 9,594 hectares across Tasmania, adding three new reserves to our estate and working alongside committed landholders through programs and partnerships. These reserves highlight the diverse pathways to protection.

This year we celebrated the purchase, protection and subsequent extension of Sloping Main Reserve in record time, thanks to the generosity and enthusiasm of the community, leveraged through the support of the Elsie Cameron Foundation, matching every donation dollar for dollar.

The creation of Silver Plains Reserve is also momentous. Protecting 6,738 hectares in the Central Highlands, it is our second largest reserve. The property was acquired as part of the New Leaf Estate. Through the sale of two other covenanted New Leaf properties to a conservation-minded buyer, we could make the required capital contribution to the TLC Foundation to fund Silver Plains' long-term effective conservation management. It is this investment that elevates it to our reserve estate, to be owned and managed by TLC in perpetuity (see 'Nature Conservation' on page 5 for more on our New Leaf properties).

Elsie Cameron Foundation's donation of 80 hectares at St Helens on the east coast has created Piano Coves Reserve. This is an exciting opportunity to further contribute to the longstanding community conservation effort in north-east Tasmania.

While announcing new reserves is always an exciting time, I also want to celebrate the many landholders who are managing their own properties for conservation. Without their dedication and commitment, so many unique natural places around Tasmania would be under even more threat.

I am proud to lead an organisation that values and fosters personal and professional development. This year I participated in the Social Impact Leadership Australia

Program. That focuses on leadership development and capacity building for CEOs of for-purpose organisations in Australia. A core element of the program is a three-month sabbatical, which I used to travel to South America to experience new perspectives on conservation. Thank you to Dr Cath Dickson, who stepped up to lead the organisation so successfully, the whole leadership team who did a phenomenal job, and all the staff who inspire me every day.



**James Hattam**  
Chief Executive Officer



Photos: Karen Brown

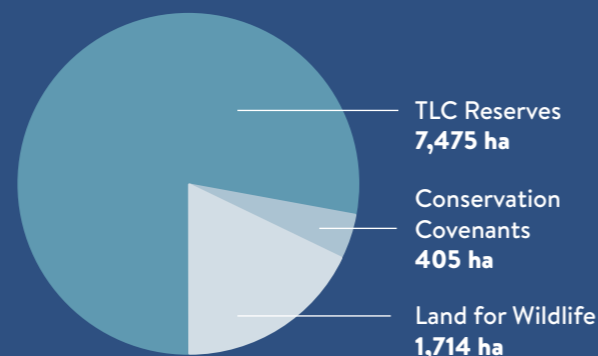
*Our vision is for Tasmania to be a global leader in nature conservation.*

# NATURE

Conserve areas of high natural value using the best available science applied with adaptability and cultural awareness amid increasing social and environmental change.



## 9,594 HA OF ADDITIONAL PRIVATE LAND CONSERVED AND MANAGED IN 2023



Southern brown bandicoot. Photo: Andy Townsend

## NATURE CONSERVATION CLIMATE RESILIENCE

**GOAL: Conserve and manage an additional 30,000 hectares of land for nature conservation from 2020-2025.**

This year the TLC has conserved and managed an additional 9,594 hectares for conservation through diverse mechanisms and programs to conserve high-priority areas.

Three new TLC nature reserves (7,475 hectares) have been added to the TLC's estate this year. Sloping Main Reserve (657 hectares), protected in November and extended in June, was made possible by donations from the general public and the Elsie Cameron Foundation.

In the north-east, we are protecting Piano Coves Reserve, 80 hectares of heathy vegetation. This includes both state and nationally threatened ecological communities that occur across a quarter of the reserve, including the nationally critically endangered black gum woodland. This property was gifted by the Elsie Cameron Foundation.

The New Leaf estate, purchased in 2010, was a collection of properties formerly slated for commercial logging. Some properties became reserves, including Five Rivers and Skullbone Plains. Some have been covenanted and sold.

One New Leaf property, Silver Plains in the Central Highlands, is the site of many applied science research projects. Silver Plains has now become a 6,738 hectare reserve (see 'Reserve in the spotlight' on page 9). Monitoring and managing such a large reserve is very resource intensive but thanks to the covenanting and sale of two New Leaf properties (at 813 and 1,562 hectares) to conservation-minded buyers, we've been able to make the necessary investment into the TLC Foundation to fund this work in perpetuity.

Working with NRM South and the Department of Natural Resources and Environment (NRE), we are protecting swift parrot habitat, and black gum and Brookers gum forest, through establishing voluntary conservation covenants. Three new properties have been covenanted, adding 405 hectares to the TLC estate.

With the help of volunteer assessors, the Land for Wildlife (LFW) program now covers an additional 1,714 hectares.

The Revolving Fund sold three covenanted properties to conservation-minded landholders: Simpson's Bay Road on Bruny Island (45 hectares), Watch House Hills at Little Swanport (444 hectares) and Happy Valley Road at Spring Bay (18 hectares).

Since 2020, with the help of supporters and landholders, we have conserved and managed an additional 19,394 hectares. We are now 10,606 hectares away from our 2025 target of 30,000 hectares.

**GOAL: Increase the area of land conserved and managed for climate and landscape resilience.**

The expansion this year of Sloping Main Reserve has protected saltmarsh habitat that has high climate resilience potential. The intact buffers around the saltmarsh – from the coast and rising through to the surrounding black peppermint-covered hills – allow species and ecological communities to move as sea levels rise and climate envelopes shift. The saltmarsh's location behind an intact dune provides a real opportunity to effectively manage the site with changing sea levels, improve or maintain its ecological values and increase its blue carbon storage.

We always seek ways to increase resilience on existing reserves. At Long Point Reserve, previous owners had installed drainage infrastructure to dry out the property, displacing species as their habitat changed. Working with Nature Glenelg Trust, the natural water flow across the reserve has been restored to benefit saltmarsh communities: projections for sea-level rise and increased storm surges mean this vegetation is going to need a clear path to migrate upslope as the water gets higher.

Once hydrological work was completed, reserves officers and local volunteers planted 1,200 plants in one day: samphire, grasses and sedges. This work is part of a project supported by NRM South through funding from the Australian Government's National Landcare Program, an example of how TLC leverages TLC Foundation investment in management.

**GOAL: Identify areas within the TLC's existing reserve estate that are conserved and managed for climate and landscape resilience.**

The new Conservation Prioritisation Tool (CPT), using Marxan: Conservation Solutions, has been finalised, building on the former World Class Reserve System. The CPT identifies and prioritises areas of high conservation value to guide TLC's work, from acquisition to landholder programs, and will provide the data necessary to ensure that by 2025, 10 percent of the additional land we protect is in climate priority landscapes. It identifies the best landscape solution to protect defined amounts of key conservation targets, such as vegetation types, threatened species, and aquatic ecosystems.

The CPT uses the best available science and is based on Connected, Adequate, Representative, and Efficient principles to create an effective reserve system, protecting high natural values; these build on the well-known Comprehensive, Adequate and Representative reserve system principles. New high-level climate refugia spatial layers have been produced to incorporate climate resilience into the CPT.

# ECOLOGICAL MONITORING

## GOAL: Base management decisions on ecological monitoring and best available evidence across TLC reserves.

The TLC has a three-tiered approach to monitoring:

- landscape (aerial imagery)
- surveillance (long-term ecological monitoring)
- targeted monitoring (question driven).

The program is implemented annually across TLC reserves and the condition and trend of indicators is assessed. This year 332 individual sites across 11 TLC reserves were monitored as part of the long-term ecological monitoring program. We found the condition of vegetation and fauna environmental indicators to be stable or improving.

Newly established comprehensive baseline data was collected at Tinderbox Hills and Prosser River Reserves. The monitoring frequency has been aligned with the TLC's updated vegetation monitoring methods to improve long-term planning for ongoing monitoring, following review by our independent science council.

Targeted monitoring directly informs our conservation management actions, like ecological planned burns. In 2022-23 we undertook monitoring for our threatened orchid populations and wrinkled dollybush at Rubicon Sanctuary, and in blue gum restoration trials (see opposite) at Little Swanport Reserve. Targeted fauna monitoring included ptunarra brown butterfly surveys at the Vale of Belvoir Reserve and monitoring of eastern quolls at Silver Plains and Five Rivers Reserves, showing that both these reserves are strong-holds for these nationally endangered fauna species.

## GOAL: Increase the capacity of ecological monitoring on other privately protected areas and private land.

The WildTracker citizen science wildlife monitoring program welcomed 213 new participants and contributed to TLC's target of 10 percent of Tasmania's privately protected areas using monitoring systems. There are now 65 camera traps in rotation among the program's registered properties, with a focus on the properties of LFW members. The diversity of properties involved across the state has been exciting; so is the diversity of wildlife images that have been collected. As a young citizen science initiative, WildTracker is continually developing. We are working to integrate artificial intelligence (AI) for faster image processing and to validate species identity so we can contribute these records to the publicly accessible, government-run Tasmanian Natural Values Atlas. In the future, once a user uploads a proportion of the photos and tags them with species names, the AI will be 'unlocked' and begin tagging photos. The WildTracker citizen scientist accepts or rejects the tags and human and computer learn from one another.

From 2019 to 2023, we have worked with NRM North and Tamar Valley residents to monitor eastern barred bandicoot populations. More than 200 landholders were engaged in annual workshops, camera monitoring, data analysis, and habitat restoration on their properties. Sixty management plans were developed for landholders, covering 3,866 hectares.

### JOYCE AND TED - WILDTRACKER CITIZEN SCIENTISTS

Joyce Batchelor and Ted Milne, LFW members, moved to Sandfly 30 years ago. Joyce frequently spotted eastern bettongs on their driveway in the early days, but these sightings have become scarce, prompting the question: Are bettongs still present?

Joyce and Ted know the animals that share their home (potoroos, frogmouths, possums and pademelons to name a few), but they wondered what they just don't see. This curiosity led them to join WildTracker. After borrowing a camera, they were delighted to discover both a bettong and an eastern barred bandicoot, a species they had not previously seen on their property. In their opinion, WildTracker's value lies in educating Tasmanians about the privilege of sharing our environment with such extraordinary wildlife.



# ECOLOGICAL MONITORING IN THE SPOTLIGHT

## RESTORING THREATENED VEGETATION AT LITTLE SWANPORT RESERVE

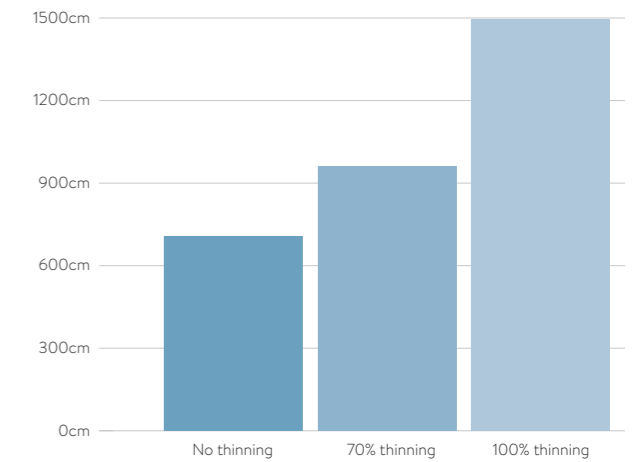
Before we purchased and protected Little Swanport Reserve in 2019, Tasmanian blue gum woodland on the property was cleared for grazing in the north and selectively logged in the south. Now, with grazing removed, natural regeneration has been dominated by dense stands of black wattle, simplifying the natural diversity of ecosystems.

To determine how we can best restore threatened blue gum woodland to bring back the understory and canopy species, TLC began an experiment in 2020, clearing small patches of wattle at different rates (0%, 70%, 100%) and planting blue gum seedlings.

Monitoring has shown that:

- seedlings grew an average 2x larger where wattle was completely removed
- caging was critical (only 10% of uncaged seedlings survived)
- understory species diversity was higher in plots with wattle thinning.

To restore the structure and species complexity in eucalypt woodlands, we're finding that reducing



competition is key. While the blue gum woodland may have regenerated eventually without intervention, this approach speeds up the process and provides habitat for the species that rely on blue gums. Thank you to Dr Chris Harwood and Professor Brad Potts for their assistance with this project.

## EASTERN BARRED BANDICOOT PROJECT



200 participants

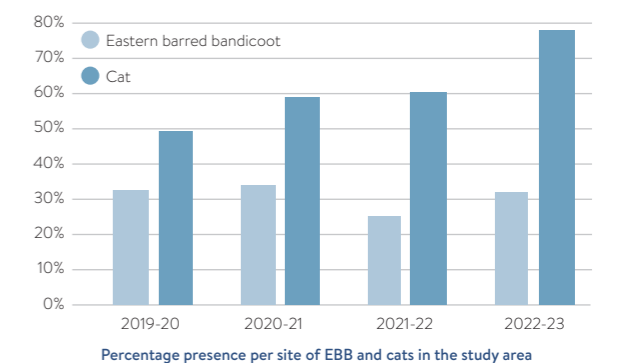


850,000 images captured for processing

As part of a multi-year flagship project, the TLC's Dr Helen Morgan has been working in partnership with 200 landholders and NRM North, funded by the Australian Government, to investigate whether the eastern barred bandicoot is in decline in the Tamar Valley and Northern Midlands.

The decline of bandicoots is thought likely due to loss of habitat and predation and disease spread by cats. Volunteers analysed thousands of images, identifying eleven native mammals and four introduced mammals, across the landscape.

Results showed that over years and at different sites, bandicoot presence fell, cat presence increased and the probability of detecting bandicoots at sites with cats decreased. To halt decline in bandicoot populations there needs to be comprehensive management: habitat needs to be protected, land clearing reduced and cats controlled, while continuing long term fauna monitoring and landholder involvement.



# CONSERVATION MANAGEMENT

## GOAL: Maintain ecological values of TLC reserves through effective conservation management.

TLC effectively manages our conservation estate by applying the Conservation Standards for Adaptive Management (previously Open Standards) cycle to assess, plan, prioritise, monitor and adapt, and share. Key Conservation Targets (KCT) are an integral part of this process.

For each reserve, we identify conservation targets before purchase, and then refine during the development of the management plan. KCTs range from the dominant to threatened ecological community, functional groups (such as carnivores or woodland birds) or species. KCTs guide the prioritisation of our reserve management actions and inform elements of our monitoring program.

This year we finalised a new Management Plan framework for our reserves. We used 'threat ranking' as a method to consider the degree to which the six key threatening processes impact upon KCTs. Threat ranking applies the set of criteria systematically so that management actions can address the greatest threat to the natural values at the reserve. For example, at Tinderbox Hills Reserve, the greatest threat to dry eucalypt forest and woodland (a KCT) is inappropriate fire regimes; and to forty-spotted pardalotes (a KCT), nest pests.

## GOAL: Increase fire management capacity and capability to ensure the effective conservation management of TLC reserves.

Fire shapes the Australian landscape. Many native plant species have evolved in fire-prone environments and depend on fire events to maintain ecological cycles. Fire is an important tool for managing our KCTs and threatened species at the Vale of Belvoir Reserve and Rubicon Sanctuary.

This year we increased the density of our long-term ecological monitoring sites at the Vale of Belvoir Reserve to 104 and are working with the University of Tasmania (UTAS) to continue to improve the management our threatened species, grasslands and sedgeland with planned fire. New high-resolution aerial imagery will be used by UTAS to finely map the vegetation communities and allow us to compare the response of vegetation

communities to our planned burning regime in the future. Increased monitoring provides critical on-ground pre-burn data, allowing us to be flexible in our planned burn location, while comprehensively assessing the response of the ecosystem to our planned burn.

## GOAL: Stabilise or reduce key threats and threatening processes in TLC reserves.

Our ecological monitoring and reserve management planning informs how we prioritise and address our six key threatening processes to conserve KCTs on our reserves. Those processes are: weeds, pests, diseases, inappropriate fire regimes (bushfire and planned burning), climate change and human pressures.

Our reserves team continues to focus on prioritised weed control, whether at volunteer weeding blitzes in the Central Highlands or undertaking primary weed control at new reserves, such as Sloping Main Reserve.

This year we continued our partnership with NRM South and the Australian Government through the National Landcare Program, to control 130 hectares of gorse at Long Point Reserve, and control gorse and other weed incursions at The Big Punchbowl Reserve.

Addressing human pressures, through preventing illegal access or maintaining roads, fencing and infrastructure, is another component of the reserves team's work. This helps to keep stock out, direct traffic away from sensitive sites, or provide access to the reserves for fire and reserve management to protect conservation targets. Our threat ranking process (see opposite) is the basis of Reserves Operations Plans that prioritise management actions.

Our climate is changing, with shifts in temperature and an increase in extreme events, including heavy rainfall. Last spring, heavy rainfall affected nine reserves, causing significant damage to roads and bridges, cutting off access. Active management requires science and reserves teams to regularly visit reserves, so access is critical. We have been working to mitigate the effect of these events, increasing the capacity of our culverts, building our roads and tracks to be more resilient to extreme weather events and installing a new bridge at Silver Plains Reserve.

### MONITORING ON TLC RESERVES



6,941

trap nights over 139 cameras



330,663

images captured for processing



60,701

images of fauna

# RESERVE IN THE SPOTLIGHT: SILVER PLAINS

In Tasmania's Central Highlands, Silver Plains Reserve, permanently protected in 2023, covers 6,738 hectares and is one of the largest in TLC's estate.

This property is entirely native forest with patches of lowland native grassland and marshes. Bordering moody Lake Sorell, Silver Plains Reserve has fringing marshes and old growth swamp peppermint along the extensive lake shores, and ranges over the hills down to Lake River, where there is an intact black gum floodplain community. The reserve provides extensive habitat for nationally threatened fauna and flora, such as carnivorous marsupials. Groups of over one hundred Latham's Snipe are regularly seen on the marshes – this is one of the largest aggregations of this migratory bird known for Tasmania and Australia.

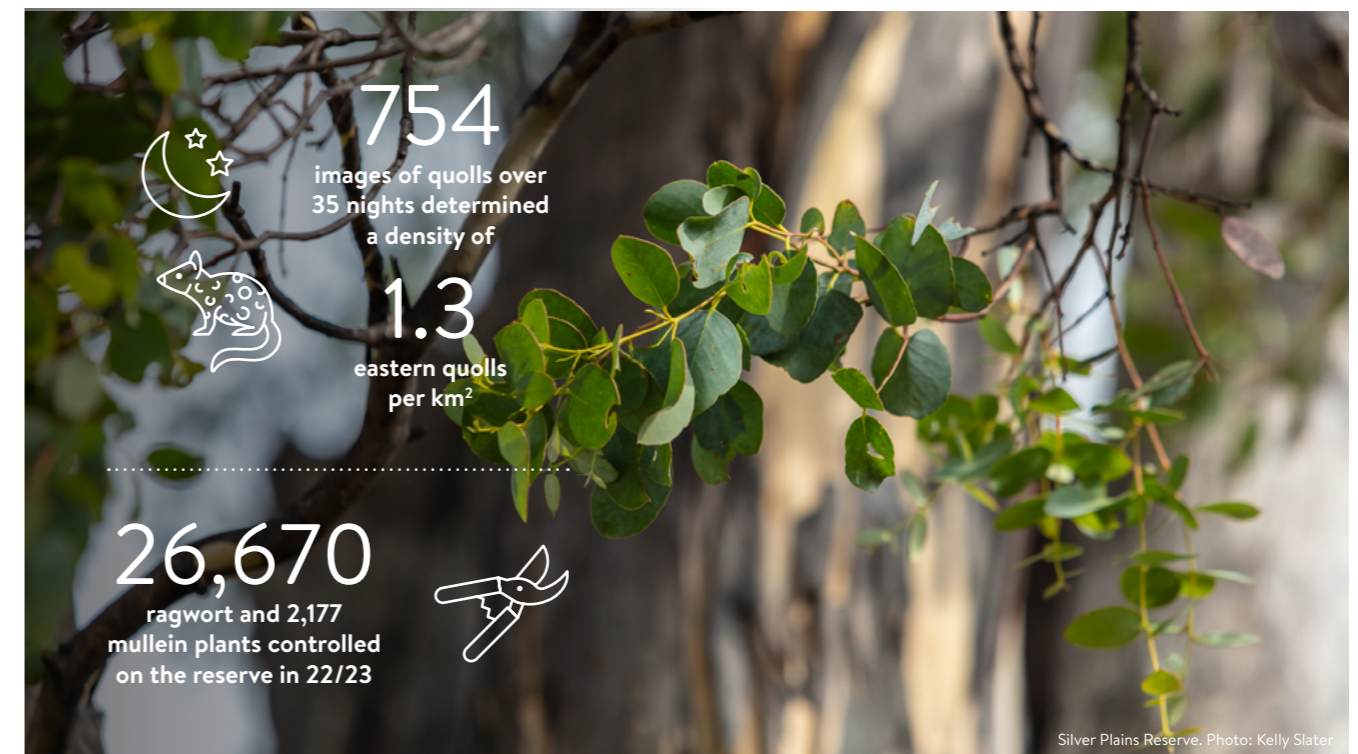
Due to its size and location, this reserve is the site of some of our longest and most fruitful collaborations: with scientists, with volunteers and with deer hunters.

In 2014 Professor Mark Hovenden (UTAS) established long-term warming experiments here. Then, in 2019, his research group established Tasmania's first Australian Mountain Research Facility site, aiming to predict how changing climate will affect the sustainability of subalpine grasslands and the carbon sequestration services they provide.

TLC's journey into eastern quoll research began at Silver Plains, starting in 2020 with a pilot study with key partners to examine the supplementation and survivorship of 20 eastern quolls. Intern Morgan Humphrey expanded this research over the 2022-23 summer.

Recreational deer hunters have been working on this property since long before the TLC acquired it. It's a relationship we value and maintain as we tackle this feral pest species that is spreading and increasingly threatening the reserve's natural values. To improve our effectiveness, over the last three years the Department of Primary Industries NSW (DPI) has been researching the impacts of recreational hunting on populations of invasive fallow deer on the reserve. A network of 64 cameras recorded deer movements, producing over 1 million images. DPI will be using this data to guide TLC to effectively manage deer in the Tasmanian landscape, already providing the insight that 30 percent of a deer population needs to be removed annually to prevent them spreading: a huge ongoing effort.

Since 2011 our reserves team have run an intensive weed control program with volunteers here. Each year we are joined by volunteers who spend anywhere from 22 to 61 days controlling ragwort and mullein, and mapping other weeds for future treatment. Silver Plains Reserve is also a New Leaf Carbon Project site, which provides income from the sale of Australian Carbon Credit Units for monitoring and management.

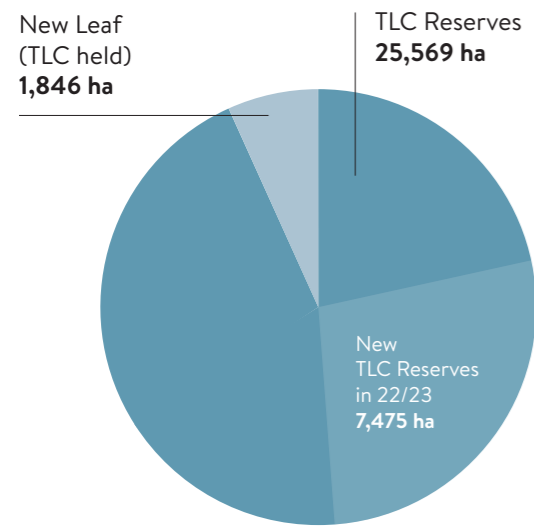


# OUR CONSERVATION FOOTPRINT

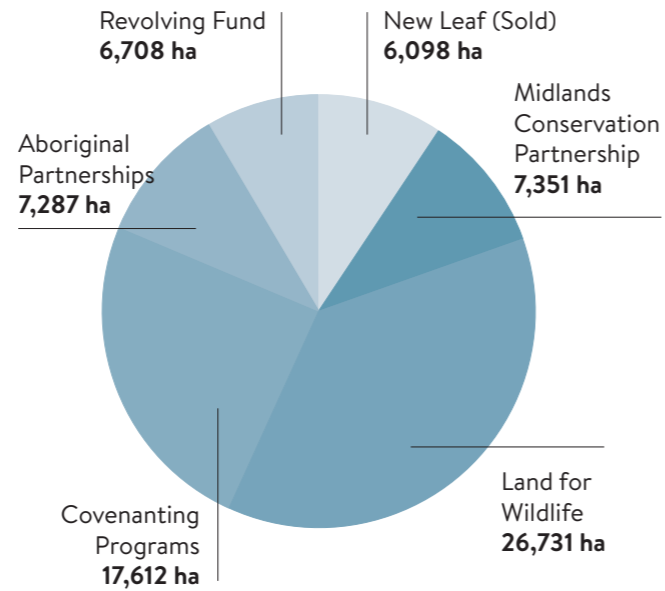
## LAND PROTECTED BY TLC ACTIVITY: 99,203 HECTARES

These numbers may vary from year to year due to updates in the accuracy of the cadastral layers.

### TLC's conservation estate: Total 27,415 ha



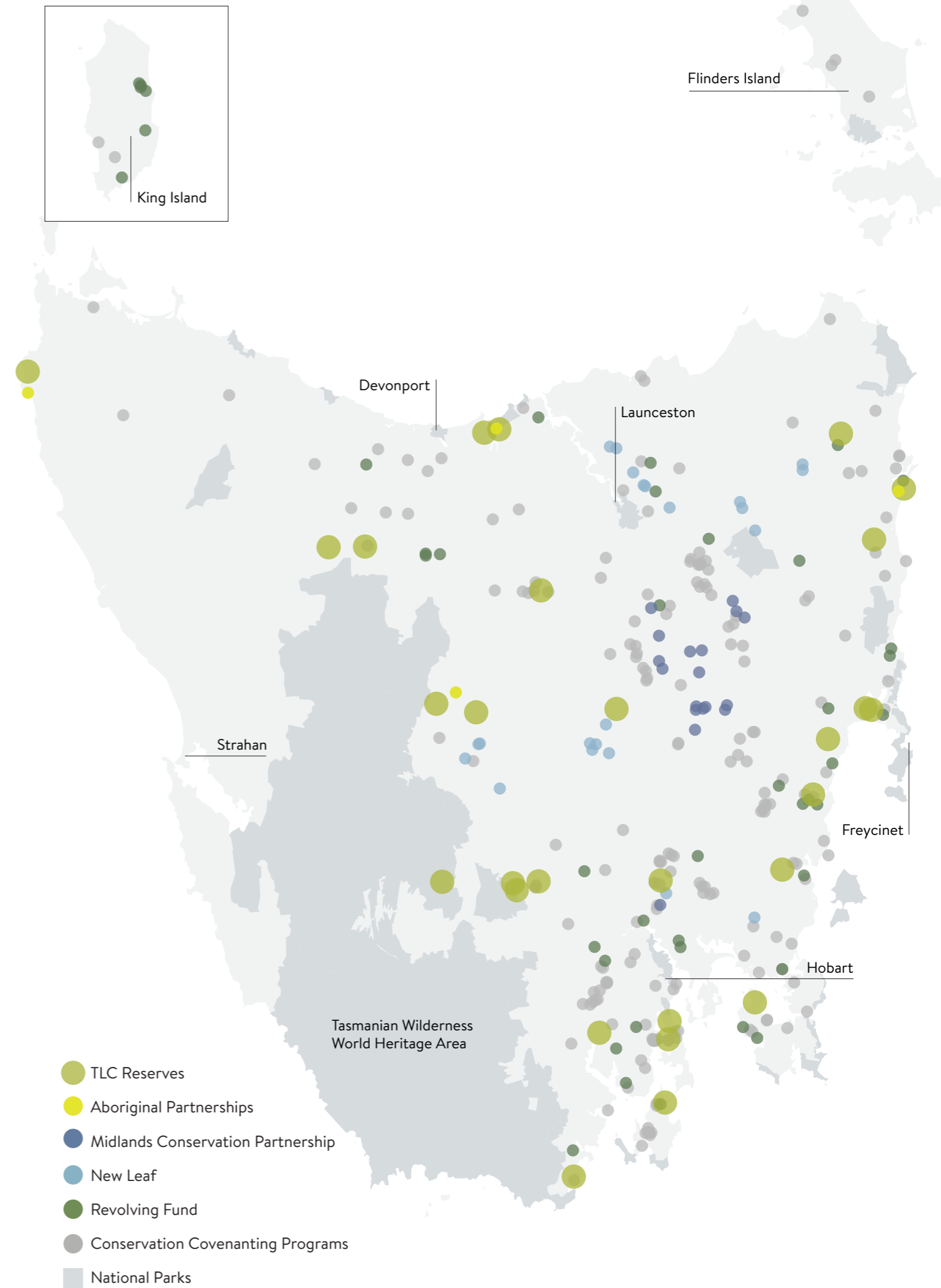
### Programs working with landholders: Total 71,787 ha



## TLC RESERVES

PROPERTY	HECTARES	YEAR
Piano Coves Reserve	80	2023
Silver Plains Reserve	6,738	2023
Sloping Main Reserve	657	2023
Kelvedon Hills Reserve	2,320	2022
Eagle Rock Reserve	176	2021
Tinderbox Hills Reserve	67	2021
Prosser River Reserve	1,533	2020
Tall Trees Reserve	178	2019
Little Swanport Reserve	157	2019
Daisy Dell Reserve	105	2017
Panatana Reserve	54	2016
The Big Punchbowl Reserve	319	2015
Stony Farm Reserve	22	2015
Tom Hay Reserve	<1	2015

Five Rivers Reserve	9,529	2014
Gordonvale Reserve	81	2013
Blue Tier Reserve	81	2012
Liffey Reserve	15	2010
Skullbone Plains Reserve	1,646	2010
Rubicon Sanctuary	20	2008
Vale of Belvoir Reserve	487	2008
Egg Islands Reserve	130	2007
Brown Mountain Reserve	87	2007
Flat Rock Reserve	459	2006
Recherche Bay Reserve	153	2006
Lutregala Marsh Reserve	41	2005
Silver Peppermint Reserve	46	2005
Long Point Reserve	388	2005



# PEOPLE

We provide diverse and practical ways for people to contribute to and be involved in nature conservation.

3 GOOD HEALTH AND WELL-BEING



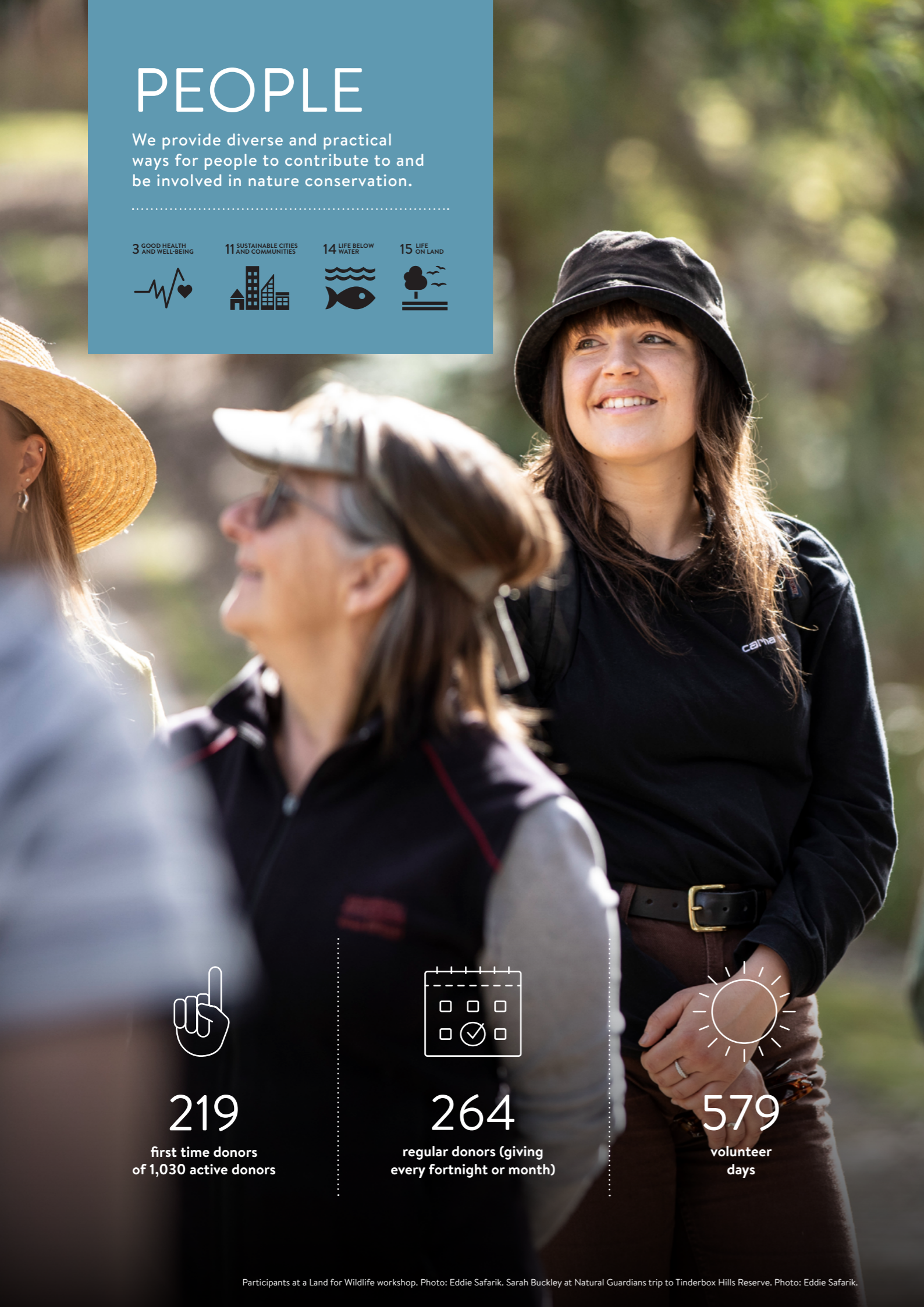
11 SUSTAINABLE CITIES AND COMMUNITIES



14 LIFE BELOW WATER



15 LIFE ON LAND



219

first time donors of 1,030 active donors



264

regular donors (giving every fortnight or month)



579

volunteer days

# ENGAGEMENT



**GOAL: Enrich the TLC's conservation community by cultivating trust and nurturing relationships with and between supporters.**

Our growing community continues to be the heart of our organisation; the work our supporters do for nature multiplies our efforts by an order of magnitude. There are so many ways of supporting nature and of getting involved with the TLC and at our events supporters build and nurture new and old relationships with like-minded people. We provide ways for everyone to come together to contribute to nature conservation whatever their skills, abilities, availability or interests. In collaboration, we are so much stronger than the sum of our parts.

The annual Discovery Day provides an opportunity to hear first-hand from the TLC's scientists and reserve officers about how we are protecting, in perpetuity, the reserves they have helped create, building greater understanding of our conservation organisation. This year the trip spanned a weekend and became a Discovery Two Days. At Five Rivers Reserve in the stunning Central Highlands, 50 of us camped under the stars, telling tales with one another around the campfire and spotlighting for the reserve's charismatic carnivorous marsupials. The next day, visitors travelled around this immense reserve to see science up close, from protecting endangered cider gums, to discovering climate change effects on alpine areas, to learning more about eastern quolls.

Reserve visits are always special: we love sharing the incredible habitats supporters have helped to protect. This year, TLC regular donors (those who make a contribution, however small, every month) took a trip to The Big Punchbowl Reserve on Moulting Lagoon to see the remarkable birdlife on the east coast. Natural Guardians, forward-thinkers who have left a gift to the TLC in their will, spent an invigorating day at Tinderbox Hills Reserve hearing from Professor Ted Lefroy. Those who have founded a TLC Foundation Fund were the first to see our newest reserve, Silver Plains, and hear about its journey from Gunns logging property to conservation site.

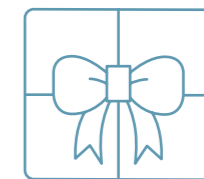
We do love being out in the bush with the community, but gather indoors regularly too. In the past 12 months, Honorary Life Members have visited one of Australia's foremost landscape art exhibitions, the John Glover Prize in Evandale, and supporters have spent an evening with Tasmanian Australian of the Year, Craig Leeson, hosted by the Governor at Government House.



**SARAH BUCKLEY - NATURAL GUARDIAN**

*I have always cared deeply about the natural world and prefer to live where I can be outdoors whenever I choose. Trees, flowers, insects, animals, birds, water, sky ... from as early as I can remember, they have been my companions and source of wonder. Wherever I have lived or travelled I think I've tried to listen, tread lightly and be a natural guardian in my own small way, like my mother before me.*

*So naturally in my will I want to give back to nature. In order to look after birds, animals and plants it's essential to protect their whole environment, and since Tasmania is my home, the Tasmanian Land Conservancy seemed the perfect choice to enable this. I am grateful, and I trust the TLC to use funds to truly safeguard precious land here in Tasmania.*



311

confirmed bequestors





# COMMUNICATION

## GOAL: Inspire and engage new and existing audiences as part of a growing conservation community.

It has been a delight to be invited to so many events this year in the community, where we meet nature lovers and share the TLC's work with them.

In August, our CEO James Hattam gave an inspiring and rapid-fire defence of personal conservation action, talking about LFW in the widely reported Beaker Street Festival Great Debate, 'Your Keep-Cup Won't Save You'.

Summer saw us taking part in festivals, including Pangaea, a festival of arts, culture and sustainability, neighbouring Prosser River Reserve. The TLC's science team led wildlife spotting walks and chatted about private land conservation to music-loving campers. At Panama music festival, TLC publication, *Breathing space* was the event's featured book; co-editor Ben Walter interviewed a panel of authors in front of a crowd who enthusiastically took part in a conversation about the arts and nature.

Each year we mark International Women's Day with a gathering to celebrate women who work in conservation, collaborating with Enviro-dynamics. This year's evening event featured TLC's former CEO Jane Hutchinson in conversation with Jane Bamford, environmentalist and ceramicist, who works with scientists to apply her art to conservation. The event brought together conservationists from other for-purpose and agricultural organisations and universities.

This year our communications are going out to 33% more people than in 2020, growing audiences and spreading the word about conservation successes.

## GOAL: Understand people's connection to and need for nature.

In communication, listening is as important as talking. We know the community connects with nature in diverse ways and that different people value different things, so we work to understand those values and deliver tailored communications that respond to community concerns about conservation.

In 2021, we lost Andrew Cameron, a highly valued member of the TLC team. Andrew was an incredible man who loved life and was committed to his beloved Tasmanian Midlands. In his honour, we have established an oral history fellowship that will fund the collection and collation of the stories of TLC's community, and of their connection to and need for nature.

The TLC has a longstanding tradition of inviting artists onto reserves to connect creatively. Building on highly successful previous projects, we this year held our inaugural photo residency, welcoming three emerging photographers onto our reserves at Daisy Dell, the Vale of Belvoir, Skullbone Plains and Eagle Rock. We asked them to reinterpret the reserves through fresh eyes, casting a new gaze on nature. Their interpretations of their week's immersion are spectacular and will be exhibited around the state.

This year, seven special people set up their own Foundation Funds to contribute to the TLC Foundation that supports our reserves' ongoing monitoring and management (see page 25). Many Foundation Fund founders set up a web page dedicated to their fund, giving us an insight into their own connection to nature here or abroad. Sharing stories of loved ones and special moments is inspirational for us at the TLC, reminding us how deeply these connections go. Many Foundation Fund founders continue to grow their fund and encourage contributions from their wider networks.

Tasmania's agriculturalists have a closer relationship with the land than almost anyone. Hearing their stories is always valuable. This year the Midlands Conservation Fund, in which we partner with Bush Heritage Australia, celebrated its tenth anniversary. The fund was renamed the Midlands Conservation Partnership to honour the role the farming community plays in this important conservation program that has so far protected nearly 7,400 hectares of high-priority grassy woodland and grassland ecosystems.



Participants at Five Rivers Reserve Discovery Day. Photo: Eddie Safarik

# PARTICIPATION

## GOAL: Provide diverse opportunities that enable people to appreciate and participate in conserving nature.

Supporters come to the TLC with all sorts of aspirations and abilities. They care about protecting nature and show that care in many different ways. We want to offer ways for people to connect with the TLC across that spectrum.

One of the most popular ways our community shows their love for Tasmania's breathtaking landscapes is by donating money to help establish nature reserves. In less than two months, and with every donation matched dollar-for-dollar by the Elsie Cameron Foundation, TLC supporters this year helped raise \$3.8 million to extend Sloping Main Reserve. This was an extraordinary and exciting rate of participation.

The TLC's conservation programs help participants build a deeper relationship with nature on their own properties. LFW and WildTracker - as well as specific programs for landholders whose properties host eastern barred bandicoots, swift parrots and giant crayfish - provide insights into the wildlife we live among and ongoing TLC guidance in creating great habitats. The Revolving Fund is a way to take the next step in protecting nature. This programs sells properties which have a conservation covenant in place and a management plan, prepared by TLC ecologists. Three properties were sold this year, totaling 507 hectares that are now under the stewardship of conservation-minded people.

## GOAL: Encourage new supporters to be involved in other TLC programs.

TLC supporters are a connected community, with interests and commitments that cross in many places. Some long-term supporters find themselves going on a journey - donor to volunteer; research partner to bequester; staff member to LFW landholder - over the years they're involved with the organisation.

Take, for example, Dr Damian Hope. In 2005, Damian donated the property Silver Peppermint Reserve, near Mt Field National Park, to the TLC. Damian's aim was to have this area protected for its conservation values, including its black gum and silver peppermint forests, in perpetuity.

Some years later, Damian established a Foundation Fund to support TLC's conservation work. The Hope Family Fund, along with all other supporter-established named funds in the TLC Foundation, generates annual interest that funds monitoring and management across our reserves; find out more in the Foundation Report.

In 2022, Damian and Kate Johnstone added their new Huon Valley property to the TLC's LFW network. The property was purchased primarily for its conservation values, and the owners have set about learning what wildlife lives there and how best to enhance habitat. They've put out cameras to spot their co-residents and are signing up for LFW workshops.

### BLYTHE SPRAGGINS NEVILLE - VOLUNTEER



*I moved to Tasmania in 2016 and, having been involved with similar organisations in Western Australia, I quickly got in touch with the TLC. I began volunteering right away - analysing images from remote cameras, helping out at events, and eventually doing a bit of regular assistance at the Hobart office as I got my bearings in Tassie. Volunteering gave me a sense of community and helped me get to know my new home state.*

*Motherhood fully took over my focus for a handful of years, and now I'm happy to finally be back, spending one day a week helping out at the office, picking up where I left off.*

*The TLC has been a cherished part of my life for much of the last decade. A lot has changed in the office over the years, but it's still a wonderful group of people doing wonderful things and I feel lucky to be a small part of their big mission.*

# INFLUENCE

We lead, learn and contribute to global best practice in nature conservation through science, innovation, collaboration and open communication.



## KNOWLEDGE

**GOAL: Contribute to and lead best practice nature conservation through science and applied research.**

TLC remains a leading contributor in Tasmania to conservation science and applied research.

Our ambition is to contribute five publications annually that highlight our conservation science for the wider community. During the year, TLC scientists published four peer-reviewed journal articles, two conference presentations and one technical report. Members of the science team supervised or collaborated on four post-graduate research projects.

One notable publication (Quarmby J, Kutt AS, Dickson CR, Hamer R (2023) 'Evaluating extinction risk in Tasmania's vascular flora using rapid IUCN Red List assessments', Pacific Conservation Biology) used an automated IUCN assessment tool to generate preliminary conservation assessments for Tasmania's plants. The team found there could be 300 plant species at risk of extinction in Tasmania that are not currently listed as threatened under legislation. This updated threat status allows the TLC to prioritise threatened flora species for management across our reserves.

We also successfully applied for two new grants:

- Australian Research Council Linkage Grant (\$978,778 - see page 18).
- Drought Resilience Adoption and Innovation Hub of the Tasmanian Institute of Agriculture (UTAS) grant (\$321,673), 'Restoring ecosystem functions for drought and extreme weather resilience of agricultural production systems in the Midlands'.

Our question-driven research investigated threatened flora populations at Rubicon Sanctuary, eastern quoll population at Silver Plains and Five Rivers Reserves, forty-spotted pardalote nest-box use at Tinderbox Hills Reserve and experimental blue gum regeneration at Little Swanport Reserve (see 'Ecological monitoring in the spotlight' on page 7).

Part of that question-driven research is our Bird Conservation Scholarship, providing an annual postgraduate scholarship focusing on critical knowledge gaps in bird conservation across Tasmania since 2018. This year the scholarship was awarded to Moses Pillay (ANU) and Edith Shum (UTAS). Moses is using archival blood samples from wild orange-bellied parrot nestlings to determine how their health is affected by supplementary feeding. Edith is looking to the future of Bruny Island's muttonbirds under climate change, constructing 3D terrain models she can use to talk with the community about impacts on the birds and the community's sense of place.

**GOAL: Maintain and expand research collaborations to build and share knowledge.**

In an exciting new collaboration, the TLC is assisting Zoos Victoria and the Department of Natural Resources and Environment Tasmania (NRE), by hosting fixed-receiver stations on two of our properties to track orange-bellied parrots. A major obstacle to improving the survival of these parrots is the lack of information about where they overwinter, how they use habitat along their migratory pathway and when and where most mortality occurs outside the breeding season. Tracking technology has potential to address this, so stations have been installed along the coast, including at our Eagle Rock Reserve, on the state's west coast, and at our Sea Elephant Revolving Fund property on King Island to track captive-bred birds that were released at Melaleuca in late summer.

The TLC is proud to assist in innovative landscape-scale monitoring to help protect important habitat, identify and manage threats, and improve the prospects of recovery for this critically endangered species.

### MORGAN HUMPHREY – INTERN

Each year TLC aims to host two interns. Morgan Humphrey completed an internship with TLC over summer 2022-23, undertaking an ambitious project aiming to compare different field monitoring techniques for eastern quolls. This involved live trapping, remote camera and spotlighting surveys at two TLC sites in the Central Highlands (Silver Plains & Five Rivers Reserves) expected to contain low and high numbers of quolls, respectively. Morgan was then able to compare the estimates made by the three survey types, allowing us to estimate the best methods for an upcoming five-year ARC Linkage project on eastern quolls. Morgan did a phenomenal job on a very challenging project, that included attempts to identify individual animals across a suite of over 3000 images of quolls.

Morgan's internship was supported by Cathie Plowman and David Butler, whose generosity has already made a huge difference to Tasmanian students and to the future of ecological research in the state.



## PARTNERSHIPS

### GOALS: Maintain and expand partnerships to advance nature conservation outcomes.

The TLC is maintaining five ongoing research partnerships as well as remaining a member of the Australian Land Conservation Alliance (ALCA), which provides a united voice for private land conservation across Australia. TLC is a founding member and CEO James Hattam sits on the ALCA board.

This year TLC added a major new partnership: an Australian Research Council (ARC) Linkage project with UTAS and World Wide Fund for Nature (WWF-Australia).

Eastern quolls are one of the 110 priority species named in the Australian Government's Threatened Species Strategy 2021-2023. Recent research has shown this nationally endangered species declining at different rates around Tasmania. In 2020 and 2021, we worked with the Tasmanian Quoll Conservation Program, Rewilding Australia and the Tasmanian Government to conduct a pilot study. This led to the development of a five-year ARC Linkage project that will work to understand and reverse declines in Tasmanian eastern quoll populations.

This project utilises knowledge and skills across organisations while engaging local landholders in wildlife conservation. UTAS Chief Investigators Professors Menna Jones and Chris Burridge, together with the project team, secured \$978,778 over five years, with a significant financial co-contribution from the Elsie Cameron Foundation.

This collaborative project will use an innovative approach. As eastern quolls are in the initial stages of decline, we can replicate population supplementations to determine the most appropriate approach. This is a rare opportunity, as conservation translocations commonly occur in later stages of decline, when the availability of founder animals and potential release sites are limited. The findings will provide guidelines for future supplementation of threatened species across Tasmanian and broader Australian landscapes.

Alongside TLC science staff, two Honours students will survey prospective release sites, physical habitat characteristics, focusing on biotic characteristics such as the density of predators, competitors and prey. Two PhD students will build on these findings by testing the relative importance of each habitat characteristic to ensure the highest chance of success, through targeted releases of captive-bred eastern quolls. We look forward to the project advancing the conservation of eastern quolls.

## STEWARDSHIP

### GOAL: Build the capacity and capability of conservation landholders to be effective stewards of the land they manage.

Giving conservation landholders the skills they need to learn more about and better manage their properties is a major focus for the Land for Wildlife and WildTracker programs. Each year these programs run four workshops, empowering members around the state by transferring knowledge and building capacity. In Kettering, we collaborated with the Understorey Network to save seeds from native plants to help in regeneration projects. In the north-west, local LFWers and WildTrackers got an insight into the lives and habitat of giant freshwater crayfish, finding out how protecting habitat on their own properties can secure a future for these enigmatic animals. On Bruny Island, Inala Nature Tours teamed up with TLC scientists, providing a remarkable opportunity to see forty-spotted pardalotes and swift parrots and learn how to encourage the trees they need.

Given the importance of Bruny Island to these two birds – it's one of only two places where swift parrots can breed without facing the threat of predation by sugar gliders, and the core of one of only two remaining viable populations of forty-spots – we've joined a collaboration to help conservation landholders on Bruny enhance habitat and breeding outcomes. Along with Bruny Island Environment Network, Friends of North Bruny and the Forty-spotted Pardalote Recovery Team, we have formed the Threatened Woodland Birds of Bruny Island project. The project will plant forage trees for both species, install nest boxes where needed, and deploy feather dispensers to reduce deaths of forty-spotted pardalote nestlings caused by parasitic fly larvae. The project manager will work with individual landholders to determine the right management activities for their property, and plantings may entail anything from broadscale revegetation to planting wind breaks or amenity trees. So far, 388 trees have been planted on four strategically important properties.



Land for Wildlife participant, Michael Shrapnel, on Flinders Island. Photo: Phil Wise

## WORKING WITH LANDHOLDERS

### Land for Wildlife

 **769**  
Properties

 **26,731 HA**  
Managed for conservation

 **148** Participants in workshops 22/23

 **Land for Wildlife program achievements at a glance:**

 **63** New properties registered in 22/23

 **09** Volunteer assessors across the state


 **90** Properties monitoring through WildTracker

### WildTracker

 **312**  
Properties

 **5,166 HA**  
Registered for WildTracker

 **213** Participants in 22/23

 **153,896** images tagged, top three threatened species:

 **01** Tasmanian devil

 **02** Eastern barred bandicoot

 **03** Eastern quoll

# EXCELLENCE

Demonstrate the highest standards in everything we do, applying exceptional governance and accountability to our work, while leading with respect, equity and fairness in our workplace and relationships.

8 DECENT WORK AND ECONOMIC GROWTH 16 PEACE, JUSTICE AND STRONG INSTITUTIONS



## THE TLC TEAM

  
22.47 full-time equivalent

  
92.3 years of collective contribution

  
1,394 volunteer hours devoted to governance

Daniel Gfeller at Long Point Reserve. Photo: Eddie Safarik

## PEOPLE AND CULTURE

### GOAL: Attract, retain and develop talented and professional people.

We pride ourselves on fostering a culture of professional and personal development across the organisation. Our shared culture is informed by the diverse knowledge, skills, experiences, beliefs and values of all our people. This year the TLC continued to invest in practical training and development in our team. We also grew our paid conservation intern program this year providing early career pathways, with Morgan Humphrey delivering targeted eastern quoll monitoring programs and Alice Robbins updating geographic information system (GIS) datasets.

The TLC was also privileged to be a part of the Social Impact Leadership Australia (SILA) Program. SILA focuses on leadership development and capacity building for CEOs of for-purpose organisations in Australia and is delivered by the University of New South Wales's Centre for Social Impact.

As part of SILA, participants complete a tailored sabbatical, while their organisation receives capacity funding and executive support through an identified 'step-up leader'. James took his sabbatical in South America, exploring and experiencing conservation and meeting a diverse cross-section of the private land conservation movement. Meanwhile, 'step-up leader' Dr Cath Dickson took over as acting CEO. SILA is fully funded by The Myer Foundation, Sidney Myer Fund, the Paul Ramsay Foundation and the Vincent Fairfax Family Foundation.

### GOAL: Provide a safe and supportive workplace with effective systems and resources to empower our staff to participate, learn and thrive.

The TLC is committed to fostering a culture where staff, individually and collectively, take responsibility to uphold our organisation's guiding principles. The values are:

- nature – for nature's sake and for the benefit of humankind
- people – we respect the diversity of people, cultures and communities and we treat each other equally and fairly
- inquiry – science, research, curiosity and questioning leads to innovation
- collaboration – we can achieve more for nature conservation in partnership than on our own
- transparency and accountability – our supporters put their faith and trust in us to deliver nature conservation results
- individual responsibility and autonomy – to support a culture of leadership within and outside our organisation
- efficiency, effectiveness and results – because we are passionate about achieving nature conservation for nature itself and for the well-being of people, now and in the future.

The TLC continues to invest in its people, ensure they have the resources they require and provide an enjoyable, productive and rewarding culture, as well as a culture of safety, communication, respect and cooperation.

The TLC's Health, Safety and Wellbeing Committee actively promotes wellbeing and a culture of continual improvement in the workplace through a range of initiatives and support programs. The TLC is a complex workplace, with many employees working remotely and in high-risk conditions. This year the TLC participated in the Resilience Project workplace program, teaching positive mental health strategies to help people become happier and more resilient. These are emotionally engaging, relatable, practical and evidence-based presentations, workshops and resources to improve mental health and well-being. We also engaged the services of Positive Solutions, a locally based Employee Assistance Provider, to support staff with any mental health, counselling or workplace issues.



*For two decades, our people have been at the core of the TLC's successes.*

Photo: Eddie Safarik

## TECHNOLOGY

**GOAL: Utilise technology to drive continuous improvement, innovation and organisational efficiency.**

Technology remains a fundamental element of TLC's business model, ensuring we continue to integrate our programs, communications and business systems to provide evidence-based decision-making across the organisation while applying best practices in our collection, collation and analysis of data.

Investment in and refinement of our environmental technologies has been a focus this year with improvements made across geospatial systems infrastructure, real-time data collection capability, cloud-based collation and storage, data cleansing, quality assurance and cyber security.

We have undertaken a significant project to centralise all of the TLC's spatial data across our entire estate, comprising information such as roads, fences, buildings, threatened species, weeds, diseases and fire. Previously this information was collected and stored in a variety of ways, but this project has standardised the way the information is recorded and saved everything in one place. Information can be accessed and uploaded through a mobile app: our teams can now see historical weed and vegetation information on their phones while on our reserves, allowing us to both plan strategically and work efficiently to control historical threats. The data helps us with program-specific needs, improves collaboration across teams, and is invaluable for research and reporting.

Intern Alice Robbins accelerated the centralisation of this data by entering 20 years' worth of historical information into our new organisation-wide spatial databases and mapping software, and creating a suite of iNaturalist projects.

## COMMUNITY TRUST

**GOAL: Apply the highest level of transparency and best-practice governance.**

The TLC is committed to having effective governance by people at all levels within the organisation, starting with the board, the CEO and senior management. TLC is committed to continuous improvement in governance performance.

Good governance is at the core of TLC's work, ensuring our community can have confidence that we are spending funds prudently to achieve effective and long-term conservation outcomes.

Through the SILA Program, members of the TLC Board and leadership team participated in the Centre for Social Impact's Organisational Capacity Diagnostic Tool, evaluated by five organisational capacity clusters:

- **Leadership:** the capacity of the organisation's leaders to inspire, prioritise, make decisions, provide direction, and innovate.
- **Responsiveness:** the capacity of the organisation to monitor, assess, and respond to internal and external changes.
- **Management:** the capacity of the organisation to ensure the effective and efficient use of organisational resources.
- **Adaptive Leadership:** the capacity of the organisation to respond to changes in the context and creatively work through challenges as a team.
- **Operational:** the capacity of the organisation to manage business practices, processes, and systems efficiently.

Across all five areas, the TLC performed well above the top 50 percentile in capacity.

## ORGANISATIONAL RESILIENCE

**GOAL: Build financial sustainability and organisational resilience.**

The TLC's ongoing commitment to the continuous improvement and integration of business systems, including the development, planning and reporting of operational activities and financial performance, continues to drive organisational resilience and financial sustainability. A well-developed, diverse, robust and sustainable financing (revenue) model, providing the ability to respond to strategic opportunities as they arise, remains embedded into our operational culture.

The value of the New Leaf Carbon Project continues to be demonstrated with significant gains in the unit price, despite reduced volumes of sales this year. TLC retains these unsold units to be sold next year.

Building on the success of previous financial years, we continue to invest donated funds prudently with sustainable growth across all areas, ensuring alignment with strategic goals. The generosity of the Elsie Cameron and Elsie Flood Foundations and the Ian Potter Foundation in 2021 and 2022 respectively helped the TLC to grow LFW in 2023, further encouraging, supporting and recognising private landholders who are actively conserving natural values on private land. These funds will also enable the TLC to further develop WildTracker, while building partnerships with community and research institutions.

This year also saw greater investment in our Conservation Science and Planning Team. This investment increases capacity to deliver the long-term ecological monitoring program across TLC reserves, while still planning effective conservation management of our reserves through the prioritisation of management activities.

We continue to focus on investment in information technology, workplace health and safety and employee wellbeing, as well as ensuring the TLC is financially sustainable and resilient. Continuing refinements to management and board financial reporting ensure accountability and transparency across the organisation.

**GOAL: Fully fund the effective conservation management of the TLC reserves via the TLC Foundation.**

This year the TLC Foundation tipped over the \$21 million capital value. More importantly, there was a significant increase in the disbursement from the TLC Foundation to fund the effective conservation management of our reserve estate.

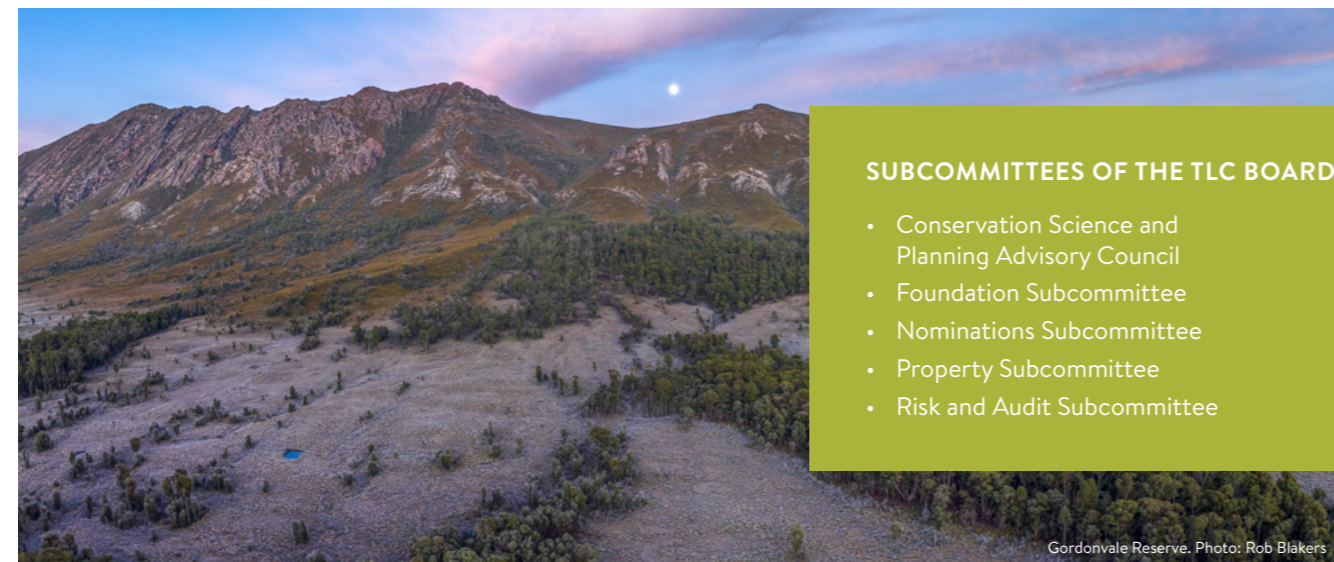
The fundraising campaign for Sloping Main Reserve and the subsequent extension added \$1,353,000 to the TLC Foundation, which will result in further growth in disbursements in future years.

The other significant capital contribution to the TLC Foundation this year was the sale of Jinx Tier and Archer Wareham New Leaf properties, with conservation covenants registered on the titles. A contribution was made to the TLC Foundation to support the long-term management of Silver Plains Reserve.

Operational investment in technology (data collection), improved ecological monitoring methods and resource allocations, financial planning and reporting continue to improve the organisation's ability to quantify the current and forecast the future effective conservation management requirements of the TLC reserve estate.

Fourteen years after the establishment of the TLC Foundation, it remains a pillar of the organisation's financial sustainability and an expression of our commitment to not just protect a place by buying it but ensuring we can effectively manage it in perpetuity.

See the TLC Foundation report overleaf for more detail.



### SUBCOMMITTEES OF THE TLC BOARD

- Conservation Science and Planning Advisory Council
- Foundation Subcommittee
- Nominations Subcommittee
- Property Subcommittee
- Risk and Audit Subcommittee

Gordonvale Reserve. Photo: Rob Blakers



# TLC FOUNDATION

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## TLC FOUNDATION IN 2022-2023

## FOUNDATION-FUNDED HIGHLIGHTS

The Tasmanian Land Conservancy (TLC) Foundation is governed by the TLC Foundation Subcommittee, a sub-committee of the TLC Board. The Foundation Subcommittee Chair is Stephen Atkinson, TLC Board member and Foundation Committee member. Other committee members are Erika Korosi (TLC Board), Susan Gough (independent), Sam McCullough (independent).

The annually reviewed and refined Investment Policy Statement guides a long-term, sustainable approach to our investment portfolio, including environmental and ethical investment management. The portfolio of investments is managed by JBWere, with gifts preserved to generate returns, and provide secure ongoing funding while managing risk.

The generosity of TLC supporters has added capital to the endowment, with \$944,082 contributed through donations. There were seven new named funds created over the last year equating to \$230,000.

In 2022-23, the TLC Foundation funded 68% of the costs for effective conservation management of the TLC reserve estate, which includes our long-term ecological monitoring program and reserve management activities. This investment also leveraged significant grant funding to support strategic projects such as restoration works at Long Point Reserve, weed management at Egg Islands Reserve and the exciting new ARC Linkage Eastern Quoll Research Project. Financial markets continue to be volatile, the long-term diversified investment approach to the TLC Foundation continues to provide reliable and sustainable operational funding. The portfolio outperformed when compared to relevant market benchmarks and is performing well over a five-year rolling period at 5.66%.

The generosity of donors and the contribution to the TLC Foundation included in reserve acquisition campaigns builds capital enabling the TLC Foundation to continue providing essential support for our expanding conservation estate.

- Eleven reserves were monitored in our scheduled long-term ecological monitoring program, including new sites at Eagle Rock and Prosser River Reserves.
- The long-term vegetation monitoring protocol was evaluated and aligned with the Tasmanian Vegetation Condition Assessment; the new method has been applied at Tinderbox Hills and Prosser River Reserves.
- Long-term monitoring at the Vale of Belvoir has been expanded, allowing the condition of state threatened vegetation communities and the nationally endangered ptunarra brown butterfly to be more effectively interpreted in context with the planned burns.
- The Vale of Belvoir Reserve remains a stronghold for the ptunarra brown butterfly, with 4,061 butterflies counted over 96 monitoring transects.
- Eastern quoll density is seven times higher at Five Rivers Reserve spotlighting transects than the statewide average. Trapping found 52 individuals and a density of 3.4 eastern quolls per km<sup>2</sup>.
- Vegetation mapping was completed at Kelvedon Hills Reserve, revealing some of the largest state-wide populations of fire-responder threatened flora.
- The Conservation Prioritisation Tool is strategically identifying areas of high conservation value for future purchase to buffer and connect reserves.
- Historical data has been cleaned and entered into our new ArcGIS Enterprise mapping program, to track management effort and threats across our reserves.
- The new Reserve Management Plan Framework has been developed using key conservation and social targets with targeted management focusing on six threatening processes.
- At Five Rivers Reserve, herbivore exclusion cages protecting regenerating cider gums after the 2019 Great Pine Tier fire were maintained and improved.
- The Prosser River Reserve Gorse Management Plan was developed and implementation began focusing on high conservation areas in the first phase.
- Targeted weed control occurred at Five Rivers, Liffey, Tinderbox Hills, Flat Rock, Sloping Main, The Big Punchbowl, Long Point, Prosser River, Lutregala Marsh and Egg Islands Reserves.
- Significant access management was undertaken across the estate, including maintaining roads, table drains, culverts, property security, fences, gates, locks, barriers, support for other users (visitors, researchers), and ensuring access for emergency services in case of fire and staff safety.
- Fire management planning was undertaken to support emergency services, including property feature mapping (emergency exits, water points, telephone reception points) and staff training and equipment.

### NEW NAMED FUNDS ESTABLISHED IN THE TLC FOUNDATION

- Buz Green Family Fund
- Fanny's Fund
- Phil Cook Memorial Fund
- Ricardo Alves-Ferreira Legacy Fund
- Schneckstein Fund
- Squeezing Fund
- Steane Family Fund

The TLC Foundation now comprises over 70 funds, 35 of which received donations in the 2023 financial year. Funds can be viewed at [tasland.org.au/the-tlc-foundation/existing-foundation-funds](https://tasland.org.au/the-tlc-foundation/existing-foundation-funds)

### FINANCIAL OVERVIEW\*

Capital Contribution**	\$2,605,203
Disbursements***	\$865,000
Closing balance	\$21,599,610

\* For more information see the Annual Financial Report.

\*\* Includes a \$1,690,000 contribution from New Leaf property sales for the perpetual effective conservation management of Silver Plains.

\*\*\* Funds withdrawn to cover the effective conservation management on TLC reserves.

# FINANCIAL REPORT

## AUDITOR'S INDEPENDENCE DECLARATION



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Australia

### DECLARATION OF INDEPENDENCE BY DAVID PALMER TO THE DIRECTORS OF TASMANIAN LAND CONSERVANCY INC.

As lead auditor of Tasmanian Land Conservancy Inc. for the year ended 30 June 2023, I declare that, to the best of my knowledge and belief, there have been:

1. No contraventions of the auditor independence requirements of section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012* in relation to the audit; and
2. No contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of Tasmanian Land Conservancy Inc.

David Palmer  
Partner

BDO Audit (TAS)

Hobart

25<sup>th</sup> October 2023

BDO Audit (TAS) ABN 82 700 612 091 is a member of a national association of independent entities which are all members of BDO Australia Ltd ABN 77 050 110 275, an Australian company limited by guarantee. BDO Audit (TAS) and BDO Australia Ltd are members of BDO International Ltd, a UK company limited by guarantee, and form part of the international BDO network of independent member firms. Liability limited by a scheme approved under Professional Standards Legislation.

# OFFICERS' REPORT AND DECLARATION FOR THE YEAR ENDED 30 JUNE 2023

The officers of The Tasmanian Land Conservancy Inc. present this report to the members of the Tasmanian Land Conservancy Inc. for the year ended 30 June 2023.

The names of each person who has been an officer during the year and to the date of this report, and the total number of meetings attended by each officer are::

NAME	POSITION	APPOINTED	RETIRED	MEETINGS ATTENDED	ELIGIBLE TO ATTEND
Ms Jennie Churchill	Chair	11/2012	11/ 2022	2	2
Mr Julian von Bibra	Vice Chair	11/2016		6	6
Ms Clare Bower	Member	02/2018		6	6
Mr Peter Downie	Member	11/2012	11/2022	2	2
Ms Erika Korosi	Member	11/2015		4	6
Prof Ted Lefroy	Member	11/2015		6	6
Mr Mark Temple-Smith	Member	11/2016		5	6
Dr Ian Cresswell	Member	11/2019		5	6
Mr Stephen Atkinson	Member	11/2019		6	6
Prof Jan McDonald	Member	02/2020		6	6
Dr Vanessa Adams	Member	11/2020		5	6
Prof Gregory Lehman	Member	11/2021		5	6
Mr Simon Foster	Member	12/2022		3	4

Details of officers' qualifications, experience and social responsibilities and be found of page 7-8 of the Annual Financial report.

The Tasmanian Land Conservancy's vision is for Tasmania to be a global leader in nature conservation.

In partnership with other organisations, communities, individuals and governments the Tasmanian Land Conservancy will:

- Nature:** Conserve areas of high natural value using the best available science applied with adaptability and cultural awareness amid increasing social and environmental change.
- People:** Provide diverse and practical ways for people to contribute to and be involved in nature conservation.
- Influence:** Lead, learn and contribute to global best practice in nature conservation through science, innovation, collaboration and open communication.
- Excellence:** Demonstrate the highest standards in everything we do, applying exceptional governance and accountability to our work, while leading with respect, equity and fairness in our workplace and relationships.

#### PERFORMANCE MEASURES

The Tasmanian Land Conservancy measures performance through the establishment and monitoring of benchmarks and budgets. These are reviewed in detail by the Board and any exceptions investigated further.

#### AUDITOR'S INDEPENDENCE

The auditor's declaration of independence appears on page 6 of the Annual Financial Report and forms part of the officers' report for the year ended 30 June 2023.

#### DECLARATION:

In the opinion of the Committee of Tasmanian Land Conservancy Inc. (the Committee):

- The Tasmanian Land Conservancy Inc. is not a reporting entity (and therefore these financial statements are presented as Special Purpose financial statements);
- The attached financial statements and notes comply with applicable accounting standards and other mandatory professional reporting requirements to the extent described in Note 1;
- The attached financial statements and notes present fairly the financial position and performance of the Tasmanian Land Conservancy Inc.; and
- There are reasonable grounds to believe that the registered entity is able to pay all of its debts, as and when they become due and payable.

Signed in accordance with subsection 60.15(2) of the Australian Charities and Not-for-profit Commission Regulation 2013 and with a resolution of, and on behalf of, the Committee and the executive officers:



**Julian von Bibra**  
Committee Chair



**Clare Bower**  
Chair of Risk and Audit Subcommittee



**James Hattam**  
Public Officer

Date: 13 October 2023



## STATEMENT OF INCOME FOR THE YEAR ENDED 30 JUNE 2023

	NOTES	2023	2022
<b>INCOME</b>			
Donations & Bequests	3	5,597,383	8,469,476
Sale of Land		2,115,455	433,252
Consultancy Services		105,619	31,477
Grants		744,550	844,306
Contributed Labour (Volunteer)		155,037	176,032
Carbon Income		165,000	293,000
Interest Income		241,460	8,305
Gain/(Loss) on Disposal of Non-current Assets		307,869	(143,259)
Reserve Income		16,591	11,464
Other Income		172,672	57,857
<b>Total Income</b>		<b>9,621,636</b>	<b>10,181,910</b>
<b>COST OF SALES</b>			
Cost of Sales - Land		1,907,227	382,133
Cost of Sales - Merchandise & Books		2,576	-
Total Cost of Sales		1,909,803	382,133
<b>Gross Income</b>		<b>7,711,833</b>	<b>9,799,777</b>
<b>EXPENSES</b>			
Administrative (General & Programs)	5	853,087	354,086
Contributed Labour (Volunteer)		155,037	176,032
Employment	6	2,612,823	2,001,966
Engagement & Promotion	7	227,726	501,551
Information Technology & Communication	8	216,255	188,993
Plant & Equipment		48,611	51,094
Property Expenses	9	325,728	237,469
Repairs & Maintenance	10	9,040	8,732
Vehicles Expenses	11	66,607	74,026
<b>Total Expenses</b>		<b>4,514,914</b>	<b>3,593,949</b>
<b>OPERATING INCOME</b>		<b>3,196,919</b>	<b>6,205,828</b>
<b>OTHER</b>			
Net Gain/(Loss) of TLC Investment	4	1,818,405	(1,029,446)
Employment Income		14,624	1,423
Total Other		1,833,029	(1,028,023)
<b>Current Year Earnings</b>		<b>5,029,948</b>	<b>5,177,805</b>

The accompanying notes form part of these financial statements.  
This statement can be read in conjunction with the notes found at:  
[tasland.org.au/about-the-tlc/annual-reports](http://tasland.org.au/about-the-tlc/annual-reports)

## STATEMENT OF FINANCIAL POSITION FOR THE YEAR ENDED 30 JUNE 2023

	NOTES	30 JUN 2023	30 JUN 2022
<b>ASSETS</b>			
<b>Current Assets</b>			
Cash and Cash Equivalents	12	8,205,648	9,962,117
TLC Foundation (inc. Five Rivers Endowment)	4	21,599,610	17,885,382
Receivables		679,728	622,666
Inventory	13	1,043,759	2,933,433
Other Current Assets	14	648,731	200,887
<b>Total Current Assets</b>		<b>32,177,476</b>	<b>31,604,485</b>
<b>Non-Current Assets</b>			
TLC Reserves	15	33,226,158	27,091,751
New Leaf Properties	16	3,371,389	5,228,481
Other Properties	17	1,053,811	1,020,975
Plant, Equipment & Intangibles	18	436,979	325,124
Right-of-Use Asset	19	782,045	980,858
Total Non-Current Assets		38,870,382	34,647,189
<b>Total Assets</b>		<b>71,047,858</b>	<b>66,251,674</b>
<b>LIABILITIES</b>			
<b>Current Liabilities</b>			
Payables	20	125,207	162,843
Unexpended Grants	21	3,094,224	3,223,759
Provision for Employee Entitlements	22	399,036	261,487
Lease Liability (Current)	24	205,664	185,448
<b>Total Current Liabilities</b>		<b>3,824,131</b>	<b>3,833,537</b>
<b>Non-Current Liabilities</b>			
Provision for Employee Entitlements	22	49,482	76,175
Private Loans	23	75,000	75,000
Lease Liability (Non-Current)	24	600,012	797,677
Total Non-Current Liabilities		724,494	948,852
<b>Total Liabilities</b>		<b>4,548,625</b>	<b>4,782,389</b>
<b>NET ASSETS</b>		<b>66,499,233</b>	<b>61,469,285</b>
<b>EQUITY</b>			
Current Year Earnings		5,029,948	5,177,805
Retained Earnings		61,469,285	56,291,480
<b>Total Equity</b>		<b>66,499,233</b>	<b>61,469,285</b>

The accompanying notes form part of these financial statements.  
This statement can be read in conjunction with the notes found at:  
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## STATEMENT OF CHANGES IN EQUITY FOR THE YEAR ENDED 30 JUNE 2023

	2023	2022
<b>EQUITY</b>		
Opening Balance	61,469,285	56,291,480
<b>Increases</b>		
Earnings for the Period	5,029,948	5,177,805
<b>Total Increases</b>	<b>5,029,948</b>	<b>5,177,805</b>
<b>Total Equity</b>	<b>66,499,233</b>	<b>61,469,285</b>

## STATEMENT OF CASH FLOWS FOR THE YEAR ENDED 30 JUNE 2023

	2023	2022
<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>		
Donations & Bequests	2,915,545	8,116,985
Grants Received	513,085	885,800
Carbon Income	165,000	293,000
Consultancy Services	83,488	45,202
Interest Received	195,463	5,097
Reserve Income	11,591	15,204
Sales Income	2,113,855	440,000
Rental Income	42,780	-
Payments to Suppliers & Employees	(4,636,494)	(5,062,902)
Others	115,827	120,357
<b>Net Cash Flows from Operating Activities</b>	<b>1,520,140</b>	<b>4,858,743</b>
<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>		
Proceeds From Sales of Property, Plant and Equipment	2,174,412	2,248,920
Purchase of Plant and Equipment	(191,348)	(220,650)
Purchase of Right-of-Use Asset	(9,708)	(966,437)
Purchase of Properties	(3,176,693)	(4,886,448)
Net Earnings from and Contributions to Foundation Fund Investments	(1,895,823)	(2,356,641)
<b>Net Cash Flows from Investing Activities</b>	<b>(3,099,160)</b>	<b>(6,181,256)</b>
<b>FINANCING ACTIVITIES</b>		
Loans Advance/Payment	-	(616,241)
Lease Liability Payment	(177,449)	(16,014)
<b>Net Cash Flows from Financing Activities</b>	<b>(177,449)</b>	<b>(632,255)</b>
<b>NET CASH FLOWS</b>	<b>(1,756,469)</b>	<b>(1,954,768)</b>
<b>CASH AND CASH EQUIVALENTS</b>		
Cash and Cash Equivalents at Beginning of Period	9,962,117	11,916,885
Net Change in Cash for Period	(1,756,469)	(1,954,768)
Cash and Cash Equivalents at End of Period	8,205,648	9,962,117

This statement can be read in conjunction with the notes found at: [tasland.org.au/about-the-tlc/annual-reports](https://tasland.org.au/about-the-tlc/annual-reports)

# INDEPENDENT AUDITOR'S REPORT



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Australia

## INDEPENDENT AUDITOR'S REPORT

To the members of Tasmanian Land Conservancy Inc

### Report on the Audit of the Financial Report

#### Opinion

We have audited the financial report of Tasmanian Land Conservancy Inc. (the registered entity), which comprises the statement of financial position as at 30 June 2023, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial report, including a summary of significant accounting policies, and the responsible entities' declaration.

In our opinion the accompanying financial report of Tasmanian Land Conservancy Inc., is in accordance with Division 60 of the *Australian Charities and Not-for-profits Commission Act 2012*, including:

- (i) Giving a true and fair view of the registered entity's financial position as at 30 June 2023 and of its financial performance for the year then ended; and
- (ii) Complying with Australian Accounting Standards to the extent described in Note 1 and Division 60 of the *Australian Charities and Not-for-profits Commission Regulations 2022*.

#### 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 registered entity in accordance with the auditor independence requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's *APES 110 Code of Ethics for Professional Accountants (including Independence Standards)* (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 believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

#### Emphasis of matter - Basis of accounting

We draw attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the registered entity's financial reporting responsibilities under the ACNC Act. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

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#### Responsibilities of responsible entities for the Financial Report

The responsible entities of the registered entity 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 ACNC Act. The responsible entities' responsibility also includes such internal control as the responsible entities 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 responsible entities are responsible for assessing the registered entity'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 responsible entities either intend to liquidate the registered entity 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.

A further description of our responsibilities for the audit of the financial report is located at the Auditing and Assurance Standards Board website (<http://www.auasb.gov.au/Home.aspx>) at:

[http://www.auasb.gov.au/auditors\\_responsibilities/ar4.pdf](http://www.auasb.gov.au/auditors_responsibilities/ar4.pdf)

This description forms part of our auditor's report.

BDO Audit (TAS)

*BDO Audit (TAS)*

David Palmer  
Partner

Hobart, 25<sup>th</sup> October 2023

# PARTNERS AND SUPPORTERS




 The TLC thanks the many individuals and organisations with whom we work—through partnerships, collaborations, and in-kind and philanthropic support.

