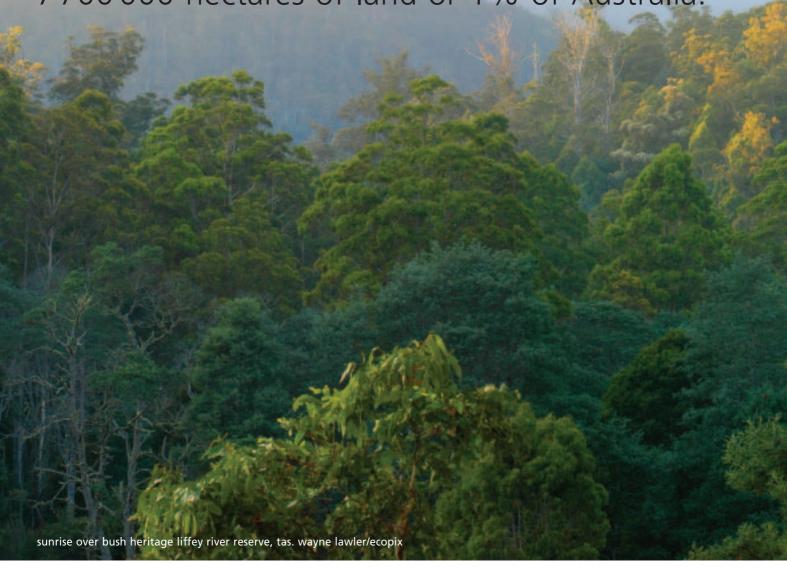


the australian bush heritage fund acquires
– by purchase, gift and bequest – land and water
of outstanding ecological significance to preserve
as the nation's heritage. these areas are managed
to protect and enhance their natural values.
funds are raised by tax-deductible donations
from the public and funding organisations.

by 2025 bush heritage plans to own, or contribute to others' conservation management of, 7700 000 hectares of land or 1% of Australia.







# board of directors

**President: Phillip Toyne** LLB, DipEd – Director, EcoFutures Pty Ltd Phillip is one of Australia's leading environmentalists. He was the Executive Director of the Australian Conservation Foundation where he helped to establish the National Landcare Program. Phillip was a visiting Fellow at the Australian National University before becoming Deputy Secretary in the Commonwealth Department of Environment. Earlier he worked as a lawyer for Aboriginal groups in central Australia. EcoFutures is a company working on sustainability initiatives with business and governments. Phillip has been President of Bush Heritage since 2000.

**Vice-President: Louise Gilfedder** BAppSc, MSc – Botanist, Department of Primary Industries, Water & Environment, Tasmania

Louise has extensive experience as a researcher with the University of Tasmania and currently with the Tasmanian Government. She specialises in grasslands, grassy woodlands and threatened species and in the management of remnant vegetation in agricultural landscapes. She is widely published. Louise joined the Bush Heritage Board in 1998.

**Treasurer: Mara Bún** BA – Director, CSIRO Business Development Mara has been a director with CSIRO since 2003. Previously, Mara worked with the Australian Consumers' Association, Morgan Stanley and as Chief Financial Officer for Greenpeace and the Wilderness Society. She has also been Senior Financial Analyst and Associate Director of Macquarie Bank and, before joining CSIRO, a director with The Allen Consulting Group. She currently serves on several other boards. Mara joined the Bush Heritage Board in 1998.

Janice Carpenter CFP BA, SIA(aff) – Principal, Ethical Investment Services Pty Ltd Janice has long been involved with community groups and has been Mayor of the City of Malvern. She founded and currently manages Ethical Investment Services and was the founding president of the Ethical Investment Association. She is currently a member of the Sustainable Living Foundation's Public Fund. Janice joined the Bush Heritage Board in 2001.

**Rick Farley** BA – Managing Director, Farley Consulting Group Rick's involvement with farming and Aboriginal communities is well known. While Executive Director of the National Farmers' Federation he helped to establish the National Landcare Program. He was a key figure in the passage of the *Native Title Act*. Rick now works to build a strategic alliance between the farm sector, Aboriginal people and the environment. He chairs a number of government committees in several states. Rick joined the Bush Heritage Board in 2002.

**Guy Fitzhardinge** BAgEcon, MAppSci – Managing Director, Thring Pastoral Company Guy manages three properties and a large cattle herd in central western NSW. His broad experience has led to various roles with both industry organisations and government, and he has also advised the non-profit environmental sector. He is a past director of Meat and Livestock Australia and is currently Chairman of the Beef Genetics Cooperative Research Centre and a member of the Commonwealth Threatened Species Scientific Committee. Guy joined the Bush Heritage Board in 2003.

**Dr Steve Morton** BSc(Hons), PhD – Group Executive, CSIRO Sustainable Energy and Environment

Steve is one of Australia's most respected ecologists. He has 21 years' experience with CSIRO as a research scientist in tropical northern Australia, arid central Australia and the southern temperate zone, and has worked to integrate biodiversity conservation and land use for grazing and agriculture. Steve joined the Bush Heritage Board in 2003.

**Libby Smith** BComm, GradDipMkting – Principal, Motive Market Research Pty Ltd Libby is Principal of a consultancy specialising in market and social research for both business and government. She was previously a partner in the Open Mind Research Group. While her experience is broad, she has a particular interest in community views on social and environmental issues. Libby joined the Bush Heritage Board in 1999.

**Dr Brian Whelan** *RFD*, FAIAST, QDA(Hons), BAgrSc(Hons), PhD – Proprietor, Garden Nursery Products

Brian has worked in the areas of environment and agriculture for 35 years. While at CSIRO he was elected National President of the Australian Institute of Agricultural Science and Technology. While Director of the Trust for Nature (Victoria) he developed the organisation as a model for permanently protecting habitat on private land. He maintains an active consulting role in private land conservation. Brian joined the Bush Heritage Board in 2000.

# chief executive officer

Doug Humann BA(Hons)Geog, DipEd

Before coming to Bush Heritage, Doug spent eight years as Director of the Victorian National Parks Association, Victoria's largest member-based nature conservation organisation. He is a member of the World Commission on Protected Areas, and in 1997 won the Wild Environmentalist of the Year award. Doug was appointed CEO of Bush Heritage in 1997.

# patron

**Bob Brown** Founder, and Australian Greens Senator for Tasmania

# bush heritage reserves are now protecting:

- 372 156 hectares of Australia's conservation lands in nineteen reserves in five states (Monjebup Reserve, Western Australia, previously referred to as the Gondwana Link properties, has not been included in this figure, as the boundary realignment is not complete.)
- examples of at least 146 vegetation communities
- examples of at least 59 vegetation communities of conservation significance
- at least 102 species of plants of conservation significance (38 new species at Eurardy)
- at least 54 species of birds or animals at risk.

Note: The figures quoted above are based on our current understanding of the properties and the vegetation communities and animals that they protect. The surveys and research that provide this information are ongoing at each reserve and thus the data are more complete on some properties than on others. As our knowledge of each reserve grows, these figures will be adjusted.

# achievements for 2004–2005

## land acquisition

- The purchase of the 342 ha Judith Eardley Reserve took place in October 2004, facilitated by a generous gift from the Judith Eardley Save Wildlife Association.
- The final property settlement for the 30 066 ha Eurardy Station in Western Australia took place in June 2005.
- The purchase of the 956 ha Monjebup property in south-west Western Australia is pending, awaiting final boundary realignment. This property is a key acquisition for the Stirling Range to Fitzgerald River section of Gondwana Link.
- Searches for new properties were conducted in Queensland, Victoria, South Australia, New South Wales and Western Australia. There are two prospective purchases under consideration and others awaiting assessment.

## management planning

- A draft management plan has been prepared for Ethabuka Reserve
- Management plans for Charles Darwin, Carnarvon Station, Goonderoo, Chereninup Creek and the Liffey Valley reserves are being finalised.
- Management planning has started for Judith Eardley and Eurardy reserves.

#### management actions

 Management actions undertaken in Bush Heritage reserves included habitat restoration, revegetation, erosion control, intensive feral animal and weed monitoring and control, fuel-reduction burning, maintenance of firebreaks, fire mapping, vegetation mapping, flora and fauna surveys, fencing, track maintenance, repairs and improvements to infrastructure.

## fundraising

 Over \$4.07 million was raised in donations and bequests.

- The number of supporters who gave during the year increased by five per cent on the previous year. Over 14 000 people have now supported Bush Heritage.
- The number of 'Friends of the Bush' who gave by automatic deduction was unchanged from the previous year but the amount that they contributed increased.
- The number of supporters who have confirmed gifts in their wills increased by nineteen per cent on the previous year.

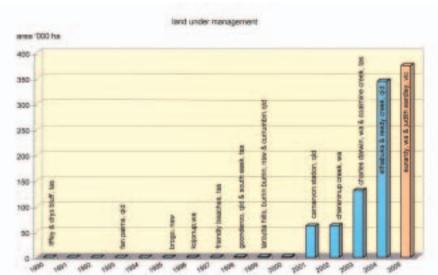
## community involvement

- One hundred and twenty-one people volunteered assistance, through the Conservation Partners Program, at Bush Heritage reserves and at our national office (the Conservation Support Centre) in Hobart and then in Melbourne. They contributed more than \$280 000 in value towards reserve management and administration costs.
- The Conservation Partnerships Program includes the Volunteer Ranger Program, which was established to assist reserve managers in their general reserve management activities. A total of 48 people participated as volunteer rangers for a fortnight or more between July 2004 and June 2005.
- Twenty-one guided field trips provided supporters and local communities with the opportunity to discover the conservation significance of ten of the Bush Heritage reserves and to become aware of the management work being undertaken on these reserves.

# sharing conservation expertise

In the year 2004/05, Bush Heritage:

- continued to develop close working relationships with its neighbours
- was invited to develop memoranda of understanding with other organisations and educational/research institutions seeking to share conservation expertise and experience
- worked in collaboration with two groups of international student volunteers at Carnarvon Station Reserve
- hosted an intern from INHOLLAND University, Netherlands
- ran the inaugural art workshop at Carnarvon Station Reserve, hosted by internationally recognised artist Mandy Martin with Aboriginal artist Trisha Carroll.



# president's report

It is with great pleasure that I report to you on another successful year for Bush Heritage.

Two important new properties have been acquired – Eurardy Reserve in Western Australia and the Judith Eardley Reserve at Nardoo Hills in northern Victoria. We have also contracted to purchase our largest reserve yet. Cravens Peak is a 233 000 hectare property north of Ethabuka Reserve in Queensland. We gratefully acknowledge the crucial support provided by the Australian Government through the Natural Heritage Trust's National Reserve System program. In the 2004/05 financial year this program provided funding for the purchase of Cravens Peak, Judith Eardley Reserve and the two Gondwana Link properties that will become Monjebup Reserve in Western Australia.

We are delighted with our rapid progress towards the goals set by the Bush Heritage Board in 2002: to acquire seven new reserves by 2007. The acquisition of Cravens Peak, the seventh purchase, will see the achievement of this goal. The Board has now set a new and ambitious long-term goal. By 2025 Bush Heritage aims to own, or assist others to conserve, over 7 million hectares, or one per cent, of Australia's land area.

This year again sees an operating surplus and an increased percentage of our expenditure committed to conservation activities, including reserve acquisition. Total assets now exceed \$14 million.

We have three equally important sources of income. Many thousands of Australians donate as they are able, with a significant proportion giving every month. Almost 900 of these monthly donors have been giving for over ten years and hundreds of supporters have promised bequests in their wills. Smaller numbers of people and philanthropic trusts provide especially large gifts, particularly for new projects and reserve acquisitions. The Australian Government's Natural Heritage Trust's National Reserve System program continues to give invaluable support towards the purchase of new reserves, often matching donors' contributions 'two for one'.

We have also put aside long-term investments to cover the expenditure required to manage our reserves for a full three years, in the event of unexpected financial difficulties. We add to this sum every year. As a secondary benefit, this provides extra income, which has increased again this year.

The Thomas Foundation warrants special thanks for a very significant gift and future pledge which will help us toward our twenty-year goal. I also acknowledge the particular generosity of the late Gay Bell.

Allens Arthur Robinson, our main legal advisors, have again excelled in the quality and scale of their pro bono contribution. I also thank Simmons Wolfhagen for their continued help in Tasmania. Westpac Bank supported Bill Starr in providing financial advice to the Board. Flight Centre helped fund our support services. We received significant donations from the Miller Foundation, the R E Ross Trust and one important anonymous foundation.

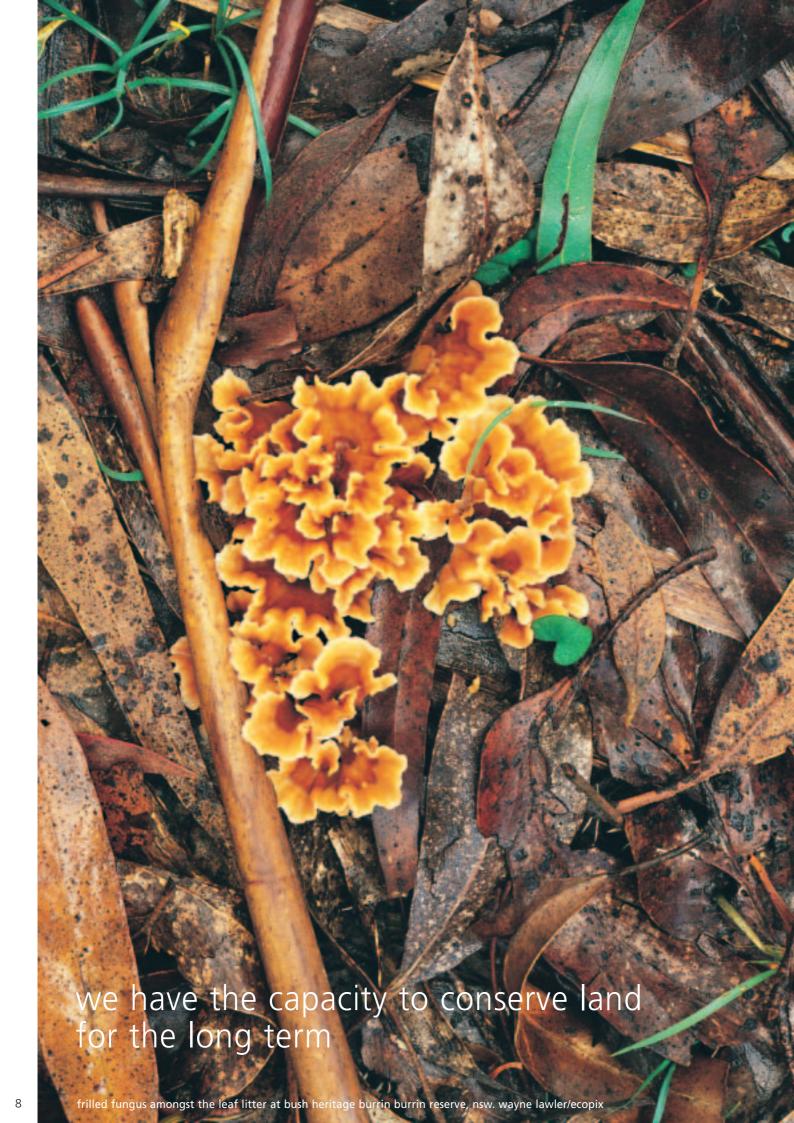
Again, we thank our colleagues at The Nature Conservancy. We have again used the Conservancy's 'Conservation by Design' management planning method to develop management plans for several of our reserves.

Much credit goes to our talented and hard-working CEO and staff. Without their efforts we could not hope to achieve what we do. I also commend them for the smooth transition from Hobart to the new Melbourne office.

Phillip Toyne

President





# chief executive officer's report

There were three important developments during the year that affect the practical aspects of our work at Bush Heritage. The Board approved a strategy to target new reserve acquisitions in five key regions of Australia. Our efforts will be focused in central and northern Queensland, the Gulf and channel country, south-west Western Australia (Australia's Global Biodiversity Hotspot), south-eastern grasslands and grassy woodlands, and the Tasmanian midlands. These areas are nationally important for their biodiversity and either their highly threatened state or relatively undamaged habitats. However, we will always consider land elsewhere when it is of special conservation value and at risk, particularly when it is offered as a gift, bequest or comes with special funding arrangements.

We have made progress in achieving landscape-scale conservation 'beyond the boundaries' of our reserves. Bush Heritage and the Indigenous Land Corporation, one of Australia's largest land purchasers and owners, are exchanging knowledge and expertise. Through our cooperative efforts we will improve the conservation management and protection of cultural heritage values on millions of hectares of Indigenous people's land and Bush Heritage reserves. Together our organisations will assist Indigenous landowners to manage areas of high conservation value and to identify, for acquisition via the Indigenous Land Fund, new properties of importance for conservation. We are building contacts with, and seeking help from, Traditional Owners in caring for the cultural heritage sites on Bush Heritage reserves.

The relocation of our national office, now known as the Conservation Support Centre, from Hobart to Melbourne was achieved within budget and a good number of staff made the move with us. We thank our past staff and volunteers in Hobart for their years of dedicated service. We are already seeing the benefits of being closer to many of our supporters and future funding sources. There are also economies and greater ease of travel, particularly as most of our staff and contractors are now based regionally or on reserves – at twelve locations throughout Australia.

Over 2600 Friends of the Bush helped us through their commitment of regular, automatic donations. I thank them and all our supporters who give in whatever way they can. During the year we also received significant gifts from the estates of Gay Bell, Wendy Dobbie, Katherine Hayhurst, Eugenie Rosewarne and Lesley Casey.

We received support from the Judith Eardley Save Wildlife Association and The Myer Foundation. Several companies and/or their staff contributed generously: Allens Arthur Robinson, Bluescope Steel, Goldman Sachs JB Were, Hunter Hall, Integral Energy, Morgan Stanley and Perpetual Trustees.

We also received important funding from public sources: the Australian Government's Envirofund (for Ethabuka and Carnarvon Station reserves), Grants to Voluntary Environment and Heritage Organisations (for our volunteer ranger program), Melbourne City Council, the Victorian Department of Sustainability and Environment, and Queensland South-West Natural Resource Management, Charleville.

Including the land at Cravens Peak (due for final transfer of occupation in 2006), Bush Heritage now protects over 600 000 hectares of Australia, a tenfold increase in five years. And we never forget that purchase of the land is only half the challenge. Our supporters can be assured that our staff and volunteers are constantly working for the long-term protection of whole ecosystems, both within and beyond our reserve boundaries.

Doug Humann
Chief Executive Officer

Chief Executive Officer

Jong Human



# concise financial report for the year ended 30 June 2005

The Directors' Report, Concise Financial Report and Auditor's Statement contained within this document represent a Concise Report.

The full financial report of Australian Bush Heritage Fund for the financial year ended 30 June 2005 and the associated Auditor's Report will be sent, free of charge, to supporters upon request. Call Bush Heritage on 1300 NATURE (1300 628 873).

This Concise Report has been derived from the full financial report of Australian Bush Heritage Fund for the financial year ended 30 June 2005 and cannot be expected to provide as full an understanding of the financial performance, financial position and financing and investing activities of the entity as the full financial report.

# directors' report

Your directors present their report on Australian Bush Heritage Fund (Bush Heritage) for the financial year ended 30 June 2005.

#### directors

The names of directors in office during the year are shown below. All directors have been in office throughout the financial year.

Phillip Toyne (President) Director, EcoFutures Pty Ltd. Louise Gilfedder (Vice-President) Botanist, Department of Primary Industries, Water & Environment, Tasmania. Mara Bún (Treasurer) Director, CSIRO Business Development.

Janice Carpenter Principal, Ethical Investment Services Pty Ltd. Rick Farley Managing Director, Farley Consulting Group. Guy Fitzhardinge Managing Director, Thring Pastoral Company. Dr Steve Morton Group Executive, CSIRO Sustainable Energy and Environment. Libby Smith Principal, Motive Market Research Pty Ltd. Dr Brian Whelan Proprietor, Garden Nursery Products.

## nature of operations and principal activities

The principal activities of Bush Heritage involve raising funds to support conservation actions on existing reserves, to purchase additional land of high conservation value and to work with neighbours and other large landholders to assist the conservation management of their lands. There have been no significant changes in the nature of these activities during the year.

# review and results of operations

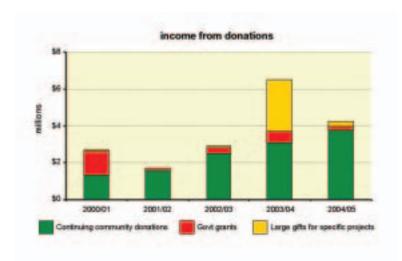
As a not-for-profit entity, Bush Heritage aims to achieve an operating surplus each year while ensuring that received funds are invested in conservation outcomes. This involves balancing allocation of funds between current-year conservation actions, new land purchases and long-term investments to support future operations.

During the 2004/05 financial year, Bush Heritage achieved an operating surplus of \$1 171 333, excluding specific items. After acquisition of land for the new Eurardy and Judith Eardley reserves, and fixed assets for existing reserves, there was a net cash in-flow of \$1769 063.

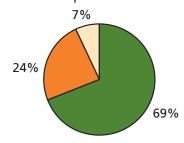
The 2004/05 year was one of continued growth in line with our strategic plans. Two new reserves were acquired and the preparatory work was completed for an additional two reserves, which will reach settlement in the 2005/06 financial year. We continue to monitor the pace of our growth and our ability to sustain the resultant financial commitments. Our fundraising strategy has been focused on building a three-part funding model to allow continued acquisition of land of high conservation value and to sustain our ongoing conservation operations. The components of this model are:

- 1 continuing community donations by regular automatic deduction or in response to periodic appeals, and gifts from supporters in their wills. This source of funding has continued to grow over recent years and provides the critical foundation on which all of our operations rest.
- 2 access to grant funding from government agencies, which often proportionately matches our funds from donations. During 2004/05, income from this source was less than in recent years. However, significant funding has already been received for the pending purchase of Cravens Peak Station.
- 3 large gifts for specific projects from private philanthropic trusts and individuals, both domestically and internationally, who share our vision for protecting Australia's biodiversity. Additional matching is available for some of these gifts, further increasing the leverage obtained.

The accompanying bar chart shows the contribution from these sources over the past five years. The year 2003/04 was particularly strong due to some major gifts and grants. Revenue in 2004/05 showed steady growth in continuing community donations, with government grants and large gifts for specific projects expected to show significant growth in 2005/06. Several very large gifts from private sources will commence in 2005/06 and be given over a number of years. The distribution of expenditure is shown in the pie chart on the following page.



# distribution of expenditure 2004-2005



- Conservation activities (including acquisition of land and equipment)
- Fundraising and donor services

  Administration and overheads
- Total expenditure for the year 2004/05 was \$5 098 954

Our forward plan includes continuing to increase the amount of land under conservation management. This means also that the expenses incurred in managing land under Bush Heritage ownership will continue to grow. The costs vary in the case of each reserve depending on the size of the reserve and the type and intensity of conservation actions that are required. However, the general pattern is that the highest expenses are incurred in the first few years of ownership with lesser amounts needed in subsequent years.

The fundraising target for each new reserve includes the acquisition costs and funds sufficient to operate the reserve for at least three years. These funds are invested in an ethical investment portfolio managed by the Board's Finance Committee. In the event of extreme financial difficulties, these funds will allow the continued operation of all reserves while the situation is rectified.

Several additional business models are being pursued to provide ongoing funding for reserve management. For example:

- the recently purchased Eurardy Reserve has two additional income streams: a small-scale tourism operation focused on the reserve's unique wildflowers, and a continuing cropping and grazing operation in an area which was previously cropped and grazed. During 2005/06, while we consider our longer-term options for revegetating this area, we intend to continue the cropping and grazing operation through a contractual arrangement with a skilled operator.
- the Reedy Creek Reserve, gifted to Bush Heritage in June 2004, includes a unique funding arrangement whereby Bush Heritage receives a management fee from the body corporate of the neighbouring residential area to manage the reserve and the community's common lands.

As well as directly purchasing land, Bush Heritage aims to assist the conservation management of other lands by entering into contractual arrangements with other property owners.

[Concise Financial Report continued on Page 14]





The Australian Bush Heritage Fund acquires – by purchase, gift and bequest – land and water of outstanding ecological significance to preserve as the nation's heritage. These areas are managed to protect and enhance their natural values. Funds are raised by tax-deductible donations from the public and funding organisations.

Freecall: 1300 NATURE (1300 628 873) Website: www.bushheritage.org Email: info@bushheritage.asn.au

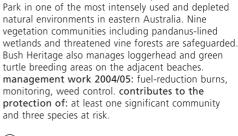


# current reserves

(19) eurardy reserve, wa – purchased 2005
This 30 066 ha reserve helps to build a protected habitat corridor between the Kalbarri National Park and the Toolonga Nature Reserve on the central coast of WA. Together these reserves protect one of the most diverse endemic plant communities on the planet. Over 900 plant species have been recorded at Eurardy, including 38 declared rare plants. management work 2004/05: management planning. contributes to the protection of: 44 species at risk.

(B) judith eardley reserve, vic – purchased 2004 Located in central Victoria, this 342 ha reserve adjoins and significantly augments a large government reserve. It protects rare, elevated grassy woodlands that are poorly represented on the adjacent land. A suite of declining woodland birds including the hooded robin, brown treecreeper and diamond firetail occur at Judith Eardley Reserve in exceptional numbers. management work 2004/05: flora and fauna surveys, weed and feral animal control, management planning. contributes to the protection of: three significant communities and five species at risk.





(17) reedy creek reserve, qld – donated 2004

This 452 ha reserve abuts the Deepwater National



(16) ethabuka, qld – purchased 2004
This vast reserve of 213 300 ha abuts the Simpson
Desert National Park and protects river flood plains,
dune systems, clay pans and ephemeral and semipermanent wetland systems of national significance.
Most of these ecosystems are not protected in the
adjoining reserve. Ethabuka has a remarkable diversity
of mammals, birds and reptiles. management work
2004/05: flora and fauna surveys, weed control,
removal of cattle, planning for removal of camels,
improvements to infrastructure, fencing repairs.
contributes to the protection of: at least five
significant communities and nine species at risk.



(14) charles darwin reserve, wa – purchased 2003
This reserve protects 68 600 ha of york gum, salmon gum, gimlet, and sandplain vegetation in the wheat belt of WA. It is part of a growing area of protected land where fire and feral animal control are being managed on a regional basis. The reserve protects twelve regional ecosystems, and rare and threatened plants continue to be discovered. management work 2004/05: weed and feral animal control, erosion control, improvements to infrastructure. contributes to the protection of: at least eight significant communities and 22 species at risk.



This 877 ha reserve protects some of the most floristically spectacular and globally important land in south-west WA. It is critical to creating the Gondwana Link corridor of protected and restored habitats, and safeguards at least twelve major plant communities and threatened species such as the western whipbird and tammar wallaby. management work 2004/05: feral animal control, fauna monitoring, track maintenance, monitoring of revegetation. contributes to the protection of: eight significant communities and four species at risk.

(12) carnarvon station reserve, qld – purchased 2001 This 59 000 ha reserve adjoins Carnarvon Gorge National Park. It protects seventeen regional ecosystems, including six that are endangered, in a region that has seen broadscale land clearing. Species diversity is increasing as the habitats recover. management work 2004/05: fencing, fuel-reduction and prescribed burning, feral animal and weed control, weed monitoring, fencing of springs, erosion control. contributes to the protection of: six significant communities and thirteen species at risk.

(1) currumbin valley reserve, qld – donated 1999 Although only 4 ha, this regenerating rainforest reserve is highly diverse. Together with the adjoining Nicholl Scrub National Park, the reserve contributes to the protection of a significant area of habitat. management work 2004/05: maintenance and monitoring. contributes to the protection of: seven species at risk.

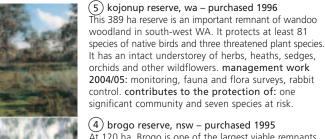
(10) burrin burrin reserve, nsw – donated 1999
This reserve protects 411 ha of escarpment forest in the upper reaches of the Shoalhaven River catchment. It provides habitat for sugar and squirrel gliders and brushtail and ringtail possums. management work 2004/05: fauna surveys, track maintenance, monitoring. contributes to the protection of: three significant communities.

(9) tarcutta hills reserve, nsw – purchased 1999
Tarcutta Hills is a 432 ha reserve of national significance. It protects the largest area of high-quality grassy white box woodland left in Australia and enjoys an unusual richness of species. It provides habitat for nationally threatened turquoise and swift parrots. management work 2004/05: bird surveys, direct seeding, maintenance of fencing, feral animal surveys and control, weed control, fire control, cultural assessment. contributes to the protection of: one significant community and thirteen species at risk.

(8) south esk pine reserve, tas – purchased 1998
Located on the banks of the Apsley River on Tasmania's
east coast, this 6.8 ha reserve protects the last large stand
of the South Esk pine. A Tasmanian endemic, the pine
is considered to be vulnerable, with only 10 000 trees
remaining. management work 2004/05: weed control,
vegetation monitoring. contributes to the protection
of: one significant community and seven species at risk.

This 593 ha reserve, qld – purchased 1998
This 593 ha reserve lies in a region that has been heavily cleared. It protects nine plant communities including brigalow woodlands and native grasslands, both of which are classified as endangered. Over 140 bird species, many snakes and a wide variety of other wildlife are protected here. management work 2004/05: erosion control, maintenance of firebreaks, fencing, weed control, flora monitoring. contributes to the protection of: eight significant communities and seven species at risk.

(6) friendly beaches reserve, tas – purchased 1997
Fringed by Saltwater Lagoon and the sand dunes of
Friendly Beaches, this reserve protects 140 ha of coastal
heathland with dry sclerophyll forest, black gum and
marsh-plant communities. It retains some of the last
examples of natural dune systems in Tasmania.
management work 2004/05: vegetation monitoring,
fire planning. contributes to the protection of: four
significant communities and three species at risk.



4 brogo reserve, nsw – purchased 1995
At 120 ha, Brogo is one of the largest viable remnants of bushland in the Bega Valley in south-east NSW. It is a haven for native mammals including sugar gliders and long-nosed bandicoots, and many bird species including powerful owls. management work 2004/05: weed and feral animal control, monitoring, track maintenance. contributes to the protection of: four significant communities and seven species at risk.

(3) fan palm reserve, qld – purchased 1993 Lowland tropical rainforest is one of the most threatened habitats in Australia. This 8.17 ha of fan palm forest adjacent to the Wet Tropics World Heritage Area was threatened by subdivision. It provides habitat for cassowaries and threatened plant species. management work 2004/05: feral animal and weed control, fauna surveys. contributes to the protection of: one significant community and 20 species at risk.

# 1990 and 2003 liffey valley reserves, tas – acquired

Combined, the Liffey River, Drys Bluff and Coalmine Creek reserves protect 261 ha of fern gully, rainforest and wet and dry sclerophyll forest. The reserves lie beneath the Great Western Tiers on the edge of the World Heritage Area and are a haven for wildlife including pygmy possums and Tasmanian devils. They support at least 60 bird species including the threatened Tasmanian wedge-tailed eagle and the white goshawk. management work 2004/05: weed control, fire control, regular monitoring. contribute to the protection of: one significant community and two species at risk.

# prospective reserves

monjebup reserve, wa (awaiting boundary realignment)

The two properties that comprise this reserve protect around 956 ha of highly diverse remnant bushland in south-west WA, one of the most biologically important regions on earth. The properties are representative of the region's unique flora and fauna and its complex landforms. With some revegetation, this reserve will provide a key 'link' in the crucial Gondwana Link corridor. will contribute to the protection of: at least five species at risk.

21) cravens peak, qld (lease awaiting transfer)
This vast property of 233 000 ha lies north of Ethabuka
Reserve and the Simpson Desert National Park.
It encompasses the transition from the Simpson Desert
dune fields through the rocky Toko and Toomba Ranges
to the broad grasslands of the Mulligan River headwaters.
Its nine ecosystems are either not yet protected or only
poorly protected. It is home to an abundant and diverse
fauna including threatened species such as the mulgara
and ampurta. will contribute to the protection of:
at least sixteen and potentially 24 species at risk.

ardoo hills, vic (awaiting boundary realignment)
At 246 ha, this property will contribute to the protection
of some of the most threatened ecosystems in southern
Australia. It adjoins the Judith Eardley Reserve and the
Wychitella Nature Conservation Reserve and will help
to safeguard the elevated grassy woodland habitats of
many declining woodland bird species. The property is
particularly important for the vulnerable hooded robin.
will contribute to the protection of: two significant
communities and five species at risk.





# risk management

Bush Heritage takes a proactive approach to risk management. The Board is responsible for ensuring that risks, and also opportunities, are identified on a timely basis and that Bush Heritage's objectives and activities are aligned with the identified risks and opportunities. A Risk Management Policy and Procedure has been defined and an inventory of risks is reviewed and updated each six months.

#### significant changes in state of affairs

In January 2005 Bush Heritage relocated its national office (now called the Conservation Support Centre) from Hobart to Melbourne as part of a strategy to become more connected with mainland supporters and new funding sources. As part of this move there was some turnover of staff, as well as creation of additional positions and recruitment of new skills.

Early in 2005 Bush Heritage also commenced a major fundraising campaign to raise a large sum over three years to fund future land purchases as well as broader conservation management programs. The major expenses in establishing this fundraising program were incurred in the 2004/05 financial year with revenue expected to flow in future financial years. Due to these timing differences, fundraising expenses as a proportion of revenue are relatively higher than in previous years.

#### significant events after the balance date

On 3 July 2005 Bush Heritage signed a Contract of Sale to purchase Cravens Peak Station in western Queensland. Settlement of the contract is scheduled for 31 October 2005. A grant for \$1.8 million for acquisition costs was received in late June 2005 from the Australian Government's Natural Heritage Trust's National Reserve System program, and these funds appear as a Deferred Revenue liability in the balance sheet.

## likely developments and expected results

The directors foresee that the 2005/06 financial year will be a period of consolidation during which recent large acquisitions will be bedded down and the strategies initiated in the 2004/05 financial year will start to have an impact. Activity on existing reserves will focus on intensifying conservation actions and monitoring the success of these programs and the recovery of native species. Major fundraising campaigns will also be a priority. Direct land acquisitions will continue, albeit at a slower pace, while this consolidation occurs. Emphasis will be placed on building relationships with other major landowners to assist in the conservation management of their lands.

# environmental regulation and performance

Bush Heritage's operations are subject to significant environmental regulation under the law of the Commonwealth and states. Given the mission of Bush Heritage, abiding by these laws and indeed helping to strengthen them are considered highest-order priorities.

#### directors' interests and benefits

All members of the Board of Directors serve in an honorary capacity. They are appointed through the Constitution by members of the Australian Bush Heritage Fund and are themselves members. Bush Heritage is a company limited by guarantee and no director holds any interest, but each as a member is liable to the extent of their undertaking under the Constitution.

# indemnification and insurance of directors and officers

Bush Heritage's constitution provides that every director, auditor, secretary and other officer shall be indemnified out of the assets of the company against any liability incurred by them in defending any proceedings, whether civil or criminal, in which judgment is given in their favour, or in which they are acquitted, or in connection with any application under the *Corporations Act* in which relief is granted to them by the Court in respect of any negligence, default, breach of duty or breach of trust.

## directors' meetings

As at the date of this report, the Board of Bush Heritage had a Conservation Committee, Finance Committee and Gift Fund Committee. Details of meeting attendance are as follows:

	directors' meetings	conservation committee		gift fund committee
number of meetings held:	4	4	4	1
number of meetings attended:				
Phillip Toyne	4			
Louise Gilfedder	4	4		1
Mara Bún	4		4	
Janice Carpenter	4		3	
Rick Farley	4			
Guy Fitzhardinge	3	4		
Steve Morton	4	4		
Libby Smith	4		3	
Brian Whelan	4			
Doug Humann (Company Secretar	y) 4	4	4	1
Jim Oakley*	n/a			1
* Independent representative from Simmons Wolfhagen on the Gift Fund Committee				

The Conservation Committee advises the Board on the conservation values and relative priority of potential land acquisitions. The

Finance Committee advises the Board on budget and financial management matters, and incorporates the responsibilities of an audit committee. The Gift Fund Committee oversees management of donations received into Bush Heritage's Public Fund, meeting requirements of the Constitution and of our listing on the Register of Environmental Organisations.

Signed in accordance with the resolution of the Board of Directors:

in his byre.

Phillip Toyne, President 26 September 2005



# statement of financial performance for the year ended 30 June 2005

	Notes	2005	2004 \$
REVENUE		· ·	<u> </u>
revenue from operating activities			
donations & gifts			
continuing community support		2 555 804	2 372 968
large gifts for specific projects		298375	2811266
bequests		1218915	702 012
government grants	2a	170961	586875
reserve income	2b	90330	7798
revenue from non-operating activities			
interest & investment income		237718	161873
other income	2c	233739	150 193
total revenue		4805842	6792985
EXPENSES			
conservation management activities	3a	2 099 438	1903990
fundraising & development activities	3b	1 200 288	1072978
administrative expenses	3с	334784	227 494
total expenses		3 634 510	3 204 462
operating surplus before tax and specifi	c items	1171333	3 588 523
specific items			
write-back of amortisation provision	4	418594	0
diminution of investments		0	(8837)
operating surplus before tax		1589927	3 579 686
income tax		0	0
operating surplus		1 589 927	3 579 686

# discussion and analysis - financial performance

trends in revenues: As discussed in the Director's Report, donations from the community continued the growth trend experienced over the past five years. Large gifts for specific projects and government grants, which are variable by nature, were lower than in the previous year; in 2003/04 we received some very significant gifts and grants. Investment income increased due to stronger performance in equity markets, while income from other sources also experienced some growth.

effects of significant economic or other events: There were no significant impacts on performance resulting from external events. The Asian tsunami in December did not have a material impact on our regular fundraising activities.

main influences on cost of operations: As discussed in the Director's Report, our cost base continues to grow as we acquire more land and protect more biodiversity. Several strategies are used to ensure that we do not outstrip our ability to support our reserves, including the use of an investment portfolio to provide endowment funds, and careful budgeting of anticipated fundraising income and reserve management expenses.

# statement of financial position as at 30 June 2005

	Notes	2005	2004
	Notes	\$	\$
CURRENT ASSETS			
cash		3 083 450	1314387
receivables		74 046	131 259
short-term investments	6	54500	54 500
total current assets		3211996	1500146
non-current assets			
long-term investments	6	2611525	2536874
infrastructure, plant & equipment		1359987	363 622
land		7095371	6244953
total non-current assets		11 066 883	9 145 449
TOTAL ASSETS		14 278 879	10645595
CURRENT LIABILITIES			
payables		234 153	112 184
deferred revenue	5	2004099	66 062
provisions (current)		43 382	37 801
total current liabilities		2 281 634	216 047
non-current liabilities			
provisions (non-current)		18498	40728
total non-current liabilities		18 498	40 728
TOTAL LIABILITIES		2 300 132	256775
NET ASSETS		11 978 747	10 388 820
ACCUMULATED FUNDS			
accumulated surplus brought forward		10388820	6 809 134
operating surplus for year		1589927	3 579 686
TOTAL EQUITY		11978747	10388820

# discussion and analysis - financial position

changes in composition of assets: Total assets increased by \$3.6 million, due to acquisition of new reserves (Eurardy and Judith Eardley reserves) and associated plant and equipment, as well as receipt of grant funding for two pending land purchases. This funding is shown in Cash and Deferred Revenue, and will be passed through revenue during 2005/06 when settlement occurs.

relationship between debt and equity: Bush Heritage does not currently hold any debt. Total Equity has continued the trend from the past few years and now stands at almost \$12 million.

**other significant movements:** All other asset, liability and equity items have not moved materially from prior years.

# statement of cash flows for the year ended 30 June 2005

	2005 \$	2004
CASH FLOWS FROM OPERATING ACTIVITIES		
income from donations, bequests, grants & other		
sources	6 563 374	5 078 327
payments to suppliers & employees	(3 490 580)	(2 589 394)
interest & dividends received	237 718	153 251
net cash from operating activities	3 3 1 0 5 1 2	2 642 184
CASH FLOWS FROM INVESTING ACTIVITIES		
payments for purchase of land	(981 824)	(1 532 405)
payments for purchase of buildings		
& infrastructure, and plant & equipment	(514 974)	(324616)
payments for purchase of investments	(74 651)	(625 940)
refund of deposit on proposed land purchase	30000	0
proceeds on sale of investments	0	15 284
net cash (used in) investing activities	(1 541 449)	(2 467 677)
net increase in cash held	1 769 063	174 507
add opening cash at beginning of financial year	1 314 387	1 139 880
cash and cash-equivalents at end of financial year	3 083 450	1314387

# discussion and analysis - cash flows

changes in cash flows from operations: Net cash flows from operating activities increased on the previous year. Cash in-flows benefited from a large government grant which, due to issues of timing, is currently held pending settlement on some new reserves. Other cash items were broadly consistent with prior years.

financing of capital expenditure programs: Capital expenditure during the year was focused on acquiring two new reserves, as well as providing infrastructure and plant and equipment to existing reserves as required. This expenditure was financed directly from income from donations without the need to access financial reserves or borrowings.

**servicing and repayment of borrowings:** Bush Heritage does not currently hold any borrowings.

# notes to the concise financial statements

1 basis for the preparation of the concise financial report The Concise Financial Report has been prepared in accordance with the requirements of the *Corporations Act 2001* and the *Accounting Standard AASB 1039*: *Concise Financial Reports*, with the exception that no Segment reporting is provided, as Bush Heritage operates in only one business segment and one geographic segment.

# 1a changes in accounting policies

The accounting policies adopted are consistent with previous years, except as outlined in Note 4.

# 2 revenue from ordinary activities

# 2a grants

Grants were received as follows:

- \$73 000 from the Natural Heritage Trust to assist with acquisition and management of the Judith Eardley Reserve in Victoria.
- \$12500 from the Natural Heritage Trust to assist with a cultural heritage study at Charles Darwin Reserve in Western Australia
- \$10 000 from South-West Natural Resource Management in Charleville to assist with fencing of springs at Carnarvon Station Reserve in Queensland.
- \$23 000 from Melbourne City Council to assist with relocation of the Conservation Support Centre from Hobart to Melbourne.
- \$1 867 638 from the Natural Heritage Trust to assist with the acquisition of Cravens Peak Station in Queensland. These funds are currently held as a Deferred Revenue liability pending settlement of the purchase, which is expected at the end of October 2005.
- \$120 000 from the Natural Heritage Trust to assist with the acquisition of two properties in Western Australia (the proposed Monjebup Reserve) as part of creating the Gondwana Link corridor of protected habitats. These funds are currently held as a Deferred Revenue liability pending settlement, which is expected in October 2005.
- \$16460 from Envirofund to assist with the fencing of an artesian spring at Ethabuka Reserve.

#### 2b reserve income

Reserve income includes:

- service fees received as part of the Reedy Creek Reserve management services agreement, under which Bush Heritage receives a fee to offset the costs of managing the reserve and the adjoining common lands in the Sunrise@1770 Coastal Residential Project
- field trip income. Field trips are operated on a cost-recovery basis. These trips are not viewed as an income-generating business; they are operated to help our supporters see first hand the results of their donations and to learn about conservation management issues and options.

#### 2c other income

Other income includes the following key items:

- membership The Australian Bush Heritage Fund is a non-profit-making public company limited by guarantee. Members are nominated and determined in accordance with the Constitution. If the company is wound up, the Constitution states that each member is required to contribute a maximum of \$10 towards meeting any outstanding obligations of the company. Bush Heritage is listed on the Australian Government's Register of Environmental Organisations, certifying it as a Deductible Gift Recipient, which authorises Bush Heritage to issue tax-deductible receipts for donations over \$2. A requirement of organisations listed on this register is that they maintain a minimum of 50 members. Members can elect to pay their membership fees up to three years in advance. Fees for the first year are recognised as revenue, while fees for the second and third years are recognised as current and non-current liabilities respectively. At 30 June 2005 the number of members was 61 (2004: 80).
- pro bono support During the financial year, Bush Heritage was the grateful recipient of pro bono support from the companies below. This nominal allocation to revenue has an off-setting allocation to expenses.

Allens Arthur Robinson (legal support)	\$156066	(2004: \$97 979)
Simmons Wolfhagen (legal support, Tas)	\$1760	(2004: \$5424)
Ernst & Young (accounting support)	\$1500	(2004: \$25 875)

sundry income This includes the write-back of a \$25000 provision made in July 2003 to cover the excess for any potential claims under Bush Heritage's public liability insurance policy. This excess has since been reduced and, accordingly, the provision is no longer required. It also includes a \$29000 rebate received under the West Australian sustainable energy rebate program after Bush Heritage installed a solar power system at Charles Darwin Reserve.

## 3 expenses

# 3a conservation management

Conservation management expenses include the following key items:

reserve management expenses Covers all expenses
 associated with operating Bush Heritage's nineteen reserves,
 including staff costs, ownership costs such as rates and taxes,
 expenses associated with operating each reserve's infrastructure,
 and expenses associated with conservation actions such as
 fire management, feral animal control, weed control,
 revegetation, monitoring and surveying.

- conservation programs unit expenses Covers expenses
  associated with policy and planning of conservation actions,
  ecological research, preparing management plans for
  reserves, organising volunteer support, organising field trips
  to reserves, education, and building and managing relations
  with other landowners.
- land search expenses Covers expenses associated with investigating potential new reserve acquisitions.

# 3b fundraising and development

Covers all expenses associated with generating income from donations. Costs include salaries, database administration and office costs, and costs associated with development activities such as part cost of newsletters, contacting existing supporters and developing potential new supporters.

#### 3c administration

Administration expenses include the following key items:

- board expenses Covers all expenses associated with the Board of Directors, primarily face-to-face and telephone-based meetings. All directors provide their time on a pro bono basis.
- administration Covers activities concerned with the governance and day-to-day administration of Bush Heritage.

## 4 significant item

Accounting practices in the case of leasehold lands have been changed. These assets were previously amortised over the life of the lease, due to a misinterpretation of accounting standards. Consistent with treatments made by other leasehold landowners, all leasehold lands are now treated the same as other land assets and will no longer be amortised. This correction was made during the financial year and, accordingly, no amortisation expenses were incurred during 2004/05. A provision totalling \$418594 had been accumulated in prior years up to June 2004, and this provision has now been reversed and is shown as a significant item.

# 5 subsequent events

On 3 July 2005 a Contract of Sale was executed with the owner of Cravens Peak Station in Queensland. Settlement is scheduled to take place on 31 October 2005. A significant portion of the funding for this purchase has already been received in the form of a National Reserve System program grant; these funds are currently held as a Deferred Revenue liability.

On 1 August 2005 title was received, by way of a bequest, to two blocks of land in New South Wales valued at \$130 000. Both blocks will be disposed of during 2005/06, consistent with commitments made to the estate.

#### 6 investments

Bush Heritage manages an investment portfolio to raise income to assist with reserve management costs. The fundraising campaign for each new land acquisition aims to raise funds in addition to purchase price to create an endowment to help cover future management costs. These funds are invested in a portfolio under pro bono advice from a qualified financial planner, using Bush Heritage's ethical investment criteria.

	2005	2004
short-term investments	54 500	54 500
long-term investments		
bonds	453 578	551 206
variable interest	307 013	213 935
managed funds	1 226 521	975 775
listed companies	169879	355078
property trusts	456 523	442 872
less provision for amortisation	(1 990)	(1 990)
total long-term investments	2 611 525	2 536 875
total investments	2 666 025	2 591 375
market value	3 082 625	2 709 951

# 7 state government fundraising legislation requirements

As a national organisation, Bush Heritage conducts fundraising operations in all states. Several state governments have specific licensing and reporting requirements aimed at informing and protecting the interests of donors. Bush Heritage holds the following licences:

Victoria: Fundraising Appeals Act 1998, approval 01/04/05 Tasmania: Collections for Charities Act 2001, approval 21/03/05 NSW: Charitable Fundraising Act 1991, Fundraising Authority CFN 17412

Queensland: *Collection Act 1966*, Certificate of Sanction No. 4954 ACT: *Charitable Collections Act 2003*, Licence No. 36.

There are no specific fundraising licensing requirements in South Australia, Western Australia and the Northern Territory.

The full declaration under the *Charitable Fundraising Act 1991* (NSW) is available in the full financial report.

# corporate governance

All members of the Board of Directors serve in an honorary capacity. They are appointed through the Constitution by members of the Australian Bush Heritage Fund and are themselves members. Directors do not receive remuneration for their role. However, out-of-pocket expenses may be paid for travel, accommodation and communications to enable them to fulfil their duties. Directors and senior staff have formal duties under company law and are kept appraised of these, using professional advice when necessary. There are conflict-of-interest provisions in the Constitution and in company law, applicable to the Directors, together with an internal protocol.



The Company's Constitution governs the regulations of meetings and proceedings of the Board of Directors, together with the procedures for appointment and replacement of Directors. The Board regularly reviews the skills and experiences necessary for its activities and currently considers it appropriate that there is the following mix: business management; ecological and scientific; financial; legal; marketing; and rural property.

In addition to those matters required by the Constitution and company law, the Board's principle roles are to:

- approve the annual budget and audit
- receive and review regular and comprehensive financial and investment reports
- oversee and direct the Chief Executive Officer
- ensure risk-management analysis has been undertaken
- make final decisions with respect to property acquisition or disposal
- prepare and approve policy statements
- determine strategic and long-term objectives.

The Treasurer and the Board's Finance Committee monitor Bush Heritage's financial activities and performance. The Finance Committee currently comprises Mara Bún (Treasurer), Janice Carpenter and Libby Smith, with external advice from Mr Bill Starr (Westpac). The President and Chief Executive Officer are ex-officio members. The Finance Committee may call on external advice from outside parties if required and:

- review the accounts and assist in the development of annual budgets and long-term projections
- provide strategic financial advice and support to management
- advise the Board on financial matters including property acquisition, the formation of policies and guidelines related to financial management and the monitoring of financial performance.

The Chief Executive Officer is responsible for:

- strategic planning and policy development
- organisational compliance with all relevant legislation and regulations
- financial and business management
- leadership and direction of the staff of the organisation including setting standards and evaluating performance
- representation and promotion of Bush Heritage and its mission in the community.

The Board's limitation policy for the Chief Executive Officer provides that: the Board of Directors will provide clear directions of what is required of the Chief Executive Officer through the identification of key performance indicators; in the fulfilment of the Chief Executive Officer's duties and responsibilities the Chief Executive Officer will use his/her discretion so as to achieve the necessary outcomes in a professional, ethical, responsible and legal manner.

The process of evaluation of the Chief Executive Officer is ongoing, and a session on key performance indicators is held with the President six-monthly. The Board or its delegate conducts an annual performance review of the Chief Executive Officer. The remuneration and terms and conditions for the Chief Executive Officer are reviewed and approved by the Board after seeking professional advice. The Chief Executive Officer reviews and approves remuneration and conditions for other staff in the context of agreed parameters established by the Board, and annual performance reviews occur for all staff.

Management has initiated surprise control audits, conducted randomly by the external auditor and reporting to the Chief Executive Officer.

Communication of the Company's affairs to members, supporters and the public is widely undertaken. There is direct communication through newsletters and the provision of the Annual Report to members. The Annual Report and full financial disclosure, together with key policies and the Company's Constitution, are available on the internet at www.bushheritage.org

The Company Secretary is Mr Doug Humann, the Chief Executive Officer. The Company Secretary advises the Board on the appropriate procedures for the conduct of meetings and the affairs of the Company as required by the Constitution and company law.

# directors' declaration

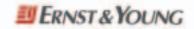
The directors of the Australian Bush Heritage Fund declare that:

- 1 the financial statements and associated notes comply with the Accounting Standards and Urgent Issues Group Consensus Views
- 2 the financial statements and notes give a true and fair view of the financial position as at 30 June 2005 and of the performance of Bush Heritage for the year ended on that date
- 3 in the directors' opinion:
  - i) there are reasonable grounds to believe that Bush Heritage will be able to pay its debts as and when they become due and payable, and
  - ii) the financial statements and notes are in accordance with the *Corporations Act 2001*.

This declaration is made in accordance with a resolution of the Board of Directors.

Phillip Toyne, President

Melbourne, 26 September 2005



120 Collins Street
 Melbourne VIC 3000
 Australia
 GPO Box 67
 Melbourne VIC 3001

Fzs 61 3 9288 8000 Fzs 61 3 9554 6166 DX 293 Melbourne

## Independent audit report to members of Australian Bush Heritage Fund

#### Scope

The concise financial report and directors' responsibility

The concise financial report comprises the statement of financial position, statement of financial performance, statement of cash flows and accompanying notes to the financial statements for Australian Bush Heritage Fund (the fund) for the year ended 30 June 2005.

The directors of the fund are responsible for preparing a concise financial report that complies with Accounting Standard AASB 1039 "Concise Financial Reports", in accordance with the Corporations Act 2001. This includes responsibility for the maintenance of adequate accounting records and internal controls that are designed to prevent and detect fraud and error, and for the accounting policies and accounting estimates inherent in the concise financial report.

## Audit approach

We conducted an independent audit on the concise financial report in order to express an opinion to the members of the fund. Our audit was conducted in accordance with Australian Auditing Standards in order to provide reasonable assurance as to whether the concise financial report is free of material misstatement. The nature of an audit is influenced by factors such as the use of professional judgement, selective testing, the inherent limitations of internal control, and the availability of persuasive rather than conclusive evidence. Therefore, an audit cannot guarantee that all material misstatements have been detected.

We performed procedures to assess whether in all material respects the concise financial report is presented fairly in accordance with Accounting Standard AASB 1039 "Concise Financial Reports" and the Corporations Regulations 2001. We formed our audit opinion on the basis of these procedures, which included:

- testing that the information in the concise financial report is consistent with the full financial report; and
- examining, on a test basis, information to provide evidence supporting the amounts, discussion and analysis, and other disclosures in the concise financial report that were not directly derived from the full financial report.

We have also performed an independent audit of the full financial report of the fund for the year ended 30 June 2005. Our audit report on the full financial report was signed on 26 September 2005, and was not subject to any qualification. For a better understanding of our approach to the audit of the full financial report, this report should be read in conjunction with our audit report on the full financial report.

#### Independence

We are independent of the fund, and have met the independence requirements of Australian professional ethical pronouncements and the Corporations Act 2001.

#### **Audit opinion**

In our opinion, the concise financial report of Australian Bush Heritage Fund complies with Accounting Standard AASB 1039 "Concise Financial Reports".

Ernst & Young

Michael S Perry

Partner Melbourne

26 September 2005

Liability limited by a scheme approved under Professional Standards Legislation.

# staff

Doug Humann Chief Executive Officer. Linda Thomas Assistant to CEO.

#### conservation programs unit:

Paul Foreman Conservation Programs Manager. Sandy Gilmore Ecologist, southern region. Murray Haseler Ecologist, northern region. Richard MacNeill Mapping & GIS Coordinator. Barbra Joffe Conservation Programs Assistant. Dr Julian Fennessy Conservation Partnerships Coordinator. Joelle Metcalf Conservation Partnerships Officer. Katrina Blake Reserve Visitation Officer. Stuart Cowell Beyond the Boundaries Coordinator. Sarah Eccles Indigenous Partnerships Officer. Darren Larcombe & Bryan Gorry reserve managers, Carnarvon Station Reserve. Leigh Whisson Reserve Manager, Charles Darwin Reserve. Alistair Dermer & Karen Harrland reserve managers, Ethabuka Reserve. Paul Hales & Leanne Edmonston reserve managers, Eurardy Reserve. Steve Heggie & Mel Sheppard reserve managers, Reedy Creek Reserve. Dr David Baker-Gabb Contract Reserve Overseer, Vic. Mal Graham Contract Reserve Overseer, WA. Carl Rudd Contract Reserve Overseer, central Qld. Owen Whittaker Contract Reserve Overseer, NSW. Dr Siggy Heise-Pavlov & Dr Peter Heise-Pavlov contract reserve overseers, North Qld.

#### fundraising and marketing:

Roewen Wishart Development Manager. Dr Kate Fitzherbert Publications & Information Coordinator. Lea-Anne Bradley Donor Relations Coordinator. Alexandra de Blas Communications Strategist. Mandy Lawrence Anchors in the Landscape Campaign Assistant. Julie Marshall Fundraising Administrator. Janine Derks Fundraising Assistant. Anne Peedom Bequest Coordinator, northern region. Merrilyn Julian Bequest Coordinator, southern region.

#### administration

**Annette Stewart** General Manager. **Gopi Jeyakody** Accounts Administrator. **Anne Cunningham** Reception.

'In 2004 I visited Ethabuka Reserve. The scale was immense – one conservation property big enough to take up much of the urban land of Sydney, Melbourne or Brisbane. The natural history and science required to understand and manage the place was fascinating. But it was the professionalism and passion of the Bush Heritage people that convinced me that this organisation's vision will mean that I leave a legacy long after I'm gone.'

David Thomas, Queensland

fire / homas.

The Thomas Foundation has pledged a seven-figure gift to Bush Heritage. It will be matched by other supporters through The Nature Conservancy, USA.

