



ANNUAL REPORT 2021



Acknowledgement of Country



Wildcare Tasmania acknowledges and pays respect to the Tasmanian Aboriginal people as the traditional and original owners, and continuing custodians of the lands on which we work, and we acknowledge Elders past and present.

We are committed to listening and learning, as we build relationships with the Tasmanian Aboriginal Community and seek to integrate Aboriginal cultural awareness into all that we do - including training our leaders and supporting planning and action that protects Aboriginal heritage values.



What Wildcare groups do



Invasive Weed Programs



Rubbish Clean Up



Community Education

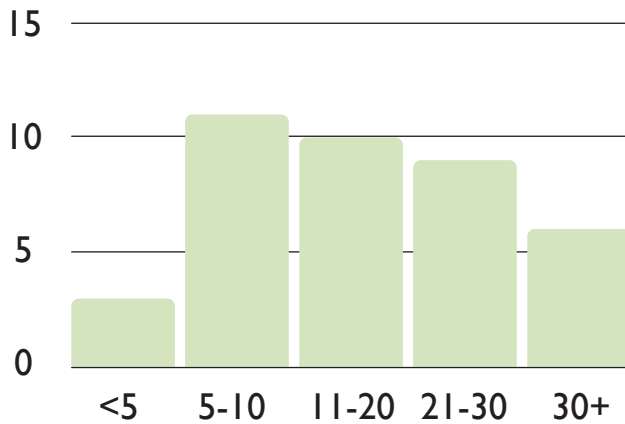
We surveyed Wildcare group leaders to evaluate the outputs of Wildcare Tasmania as a unified force.



Other areas of work include:

- ✓ Monitoring and research
- ✓ Bushwalking track & infrastructure maintenance / upgrade
- ✓ Built Historic Heritage
- ✓ Tree Planting / Revegetation
- ✓ Threatened Species Management
- ✓ Wildlife Management and Rehabilitation

How many active volunteers are there?



Wildcare Tasmania groups range from 5 active members to over 30!

47,365

Across Wildcare groups approximately 47,365 hours of volunteer work was recorded in 2021!



15% of hours are administrative, including meetings, bookkeeping, communicating and planning.

\$2 Million

Based on the standard volunteering valuation rate, this work is valued at over \$2 million!

It's not all just fun in the sun!



Chair's Report



Looking back on 2021, it was a very effective year considering the COVID related challenges that all of our groups faced. After a difficult 2020, it was amazing to see how groups learnt to work with the restrictions and got back out into the field to continue their incredible achievements.

Wildcare welcomed three new groups in 2021: Friends of the Hobart Rivulet Platypus, Sisters Beach Wildcare and Crag Care Tasmania. The first two of these are focussed on protecting some of Tasmania's well-loved places. Crag Care is a bit different and is a state-wide group of rock climbers dedicated to protecting Tasmania's climbing areas. It is great to see Wildcare's mission continue to expand into new areas.

During 2021, the Board spent considerable time working to modernise Wildcare's Constitution. This is an important piece of work to ensure that our governance documents are suited to our current operating environment. I'd especially like to thank Donna Burton for being the driving force behind this, assisted by Sally Simco, Mel Becker and Jo Naylor. Stephen Mattingley generously provided a legal review of the proposed changes. These proposed changes will be voted on at a Special General Meeting in April 2022.

Wildcare had an operating deficit of \$51,548 in 2021 compared to a surplus of \$173,928 in 2020. The 2020 figure included a Jobkeeper Allowance of more than \$100,000. This level of variation is within the bounds of what we expect from year to year. Having said that, the Board is aware that a significant part of our revenue comes from a grant from PWS and diversifying our sources to ensure financial sustainability is an ongoing focus of the Board.

The Tasmanian Nature Conservation Fund shows a net outflow of \$244,661 for 2021

following a net inflow of \$90,812 for 2020. This Fund holds tax-deductible donations that are given to us with the intent that the money is granted to worthwhile projects. After some slower years caused by the 2019 bushfires and then COVID disruptions, it is great to see that such a large amount of conservation work was funded in 2021.

Wildcare exists to protect Tasmania's wild places and I'd like to thank all of the volunteers who contributed to this by attending a Wildcare activity despite the challenges that 2021 brought us. The fact that most of our activities are outdoors helps manage the distancing requirements and fresh air is plentiful.

None of this would be possible without Wildcare's office team and I thank them for their amazing efforts in 2021. The office team continues to work closely with our volunteer groups and build links between groups. They organised and ran were two very successful expos in Hobart and Ulverstone. All of this is achieved with the very limited resources that our budget allows.

Finally I'd like to thank all of the Board members for their efforts during the year. Many Board members are managing work and family commitments and we appreciate that it can be challenging finding extra time for Wildcare. I'd especially like to thank Stan Matuszek, Glen Hayhurst and Sam Cuff who finished their terms on the Board in 2021. They all made significant contributions to the Board over many years and helped get the organisation to where it is today.

Dr Ian Lundy
Chair



CEO Report



Photo: Erika Shankley

A big thank you to the Wildcare stalwarts - those people who keep contributing time or money to care for Tasmania's wild places and wildlife in all 'weathers'. We are at pivotal time in human history where many of us have found a new 'normal' and have reconsidered our impact on others and our natural world. We have the chance to do things that we believe in and that bring us true satisfaction. Organisations such as Wildcare Tasmania provide the ideal platform for people to do just that.

During 2021, volunteer activity resumed amazingly strongly around Tasmania. Over \$400,000 in funds was granted from the Wildcare Tasmanian Nature Conservation Fund (TNCF) to onground projects and causes, which was an extraordinary outcome. The value for money implicit in every dollar donated is incredible when you consider the volunteer time powering up most of the projects and that a \$0 fee cut is taken from the donations. It doesn't get more 'direct to grassroots' than this.

How \$400,000 was spent in 2021

<i>Equipment for volunteer wildlife rehabilitators registered to care for injured and orphaned wildlife.</i>	\$2,740
<i>Core Wildcare volunteer group activity - revegetation, weeding, island working bees, erosion control etc.</i>	\$56,555
<i>Care of wild populations of wildlife, species monitoring, and research into endangered species.</i>	\$56,784
<i>Wild bushwalking track upgrades to improve walker experience and safety and prevent environmental damage.</i>	\$64,412
<i>Bonorong Wildlife Sanctuary - wildlife rescue, emergency care and new enclosures.</i>	\$220,000
TOTAL	\$400,491

CEO Report

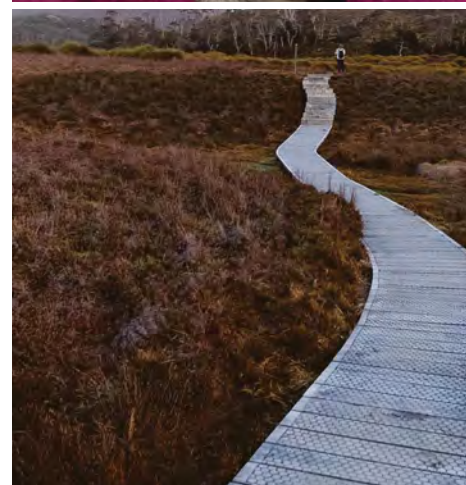
The challenge is to maintain this level of project support in 2022 and beyond. The support is made possible by the generosity of donors and bequests. One bequest can be a game changer for Wildcare. A nice trend that we're seeing is donations in lieu of gifts for birthdays and weddings. On the subject of gifts, we introduced a Donate to Tasmanian Devils Gift Card during the year and also the option to gift a Wildcare Tasmania membership! We hope these will be well supported in 2022.

In 2022, financial sustainability is a hot topic for Wildcare, as it is for many organisations at the current time. There are no financial concerns about Wildcare's viability as an organisation, the organisation runs very lean with only 2 FTE equivalent staff. However, the question is how do we achieve all that we would like to achieve? As part of this a review of our membership model is likely in 2022.

A thank you to all of the people who donated, volunteered or who cheered from the sidelines. Included within the volunteers are also the people of the Wildcare Board and Grants Assessment Committee who make important decisions that govern Wildcare's impact. Wildcare has been extremely lucky to have committed and skilled people as part of these bodies. Thank you also to our organisational partners, including the Tasmania Parks and Wildlife Service who understand the value of volunteers and philanthropy and support Wildcare in our services to healthy groups.

A big thank you to the Wildcare staff team and volunteer group leaders, you stayed strong, spirited, kind and creative in 2021. As always, it has been a privilege to work with you.

Sharon Smith
CEO



Tasmanian Nature Conservation Fund Report



A huge thank you to those people and organisations who donated to the Wildcare Tasmanian Nature Conservation Fund. The following projects were funded during 2021, all enabled by donations or bequests.

A \$0 fee cut is taken from donations so 100% of donations are made available for onground projects.

GRANT RECIPIENT	AMOUNT	PROJECT
Wildcare Crag Care group	\$500 \$1,504	New group establishment Revegetation/erosion control and Chem Cert training
Wildcare Friends of Freycinet	\$695	New hand-tools for volunteer weeding
Wildcare Friends of Low Head Penguin Colony	\$465	GPS devices for volunteers to monitor Penguin nesting boxes
Wildcare Friends of Lillico Penguins	\$690	Completion of shore-bird research
Wildcare Friends of Maatsuyker Island	\$2,000 \$8,000	Weed management plan Annual island volunteer working bee
Wildcare Friends of Orange-Bellied Parrot	\$1,108	Wildlife cameras for volunteers monitoring parrots
Wildcare Friends of Orange-Bellied Parrot	\$986	Gas bottles for donated volunteer accommodation at Melaleuca
Wildcare Friends of Orange-Bellied Parrot	\$2,023	Creation of orange-bellied parrot information booklet by volunteers
Wildcare Friends of Orange-Bellied Parrot	\$612	Contribution to flights of volunteers to Melaleuca. Volunteers self-fund 50%
Wildcare Friends of Orange-Bellied Parrot	\$900	Contribution to cabin costs - volunteer bird surveys. Volunteers self-fund 50%
Wildcare SPRATS	\$756	Equipment for invasive coastal weed management by volunteers
Wildcare Friends of Bruny Island Quarantine Station	\$4,100	Map/eradicate weeds at Bruny Island Quarantine Station reserve
Wildcare Friends of Penguin Cradle Trail	\$1,210	Trail markers, decking boards and signage on Penguin-Cradle Trail

Tasmanian Nature Conservation Fund Report

GRANT RECIPIENT	AMOUNT	PROJECT
Wildcare Cradle Mountain Volunteers	\$35.00	Boardwalk on Twisted Lakes Track
Wildcare Friends of Melaleuca	\$2,000	Transport volunteers/freight Melaleuca working bee (Volunteers self fund 50%)
	\$16,722	Track remediation at Mt Beattie
Wildcare Deslacs	\$2,000	Interpretative signage about endemic plant species at Cape Deslacs
Wildcare Friends of St Valentine's Peak	\$11,480	Track work at St Valentine's Peak
Wildcare Friends of Tasman Island	\$5,000	Tasman Island working bee transport (Volunteers self fund part costs)
Menzies Institute for Medical Research	\$25,000 \$25,000	Research Devil facial tumour disease Devil vaccine bait trials (Co-contribution to a Linkage Grant application)
Bonorong Wildlife Sanctuary	\$120,000 \$100,000	Wildlife rescue service Wildlife critical care & new enclosure
Sorell Council	\$30,000	Stage 2 works at Penna Beach Orielson Lagoon. Duckboarding and signage
Volunteer registered wildlife rehabilitator	\$919	Animal care enclosure and equipment
Volunteer registered wildlife rehabilitator	\$390	Animal care enclosure
Volunteer registered wildlife rehabilitator	\$456	Animal care enclosure
Volunteer registered wildlife rehabilitator	\$975	Animal and bird care enclosures
TOTAL	\$400,491	

Thank you to donors and bequestors

The \$400,000+ funds granted in 2021 follows from \$250,000+ funds granted in 2020 and 2019. Grants come from donations to the tax-deductible Wildcare Tasmanian Nature Conservation Fund or bequests made through estates. Every bit of support, big or small, is valuable. Everytime a donation is made it brings a smile to our faces as it helps sustain projects caring for Tasmania's wilds.



Strategic Plan 2021-2024 Report

Wildcare Tasmania is a not-for-profit charity caring for Tasmania's wild places, wildlife and cultural heritage.

With **60 volunteering groups** and **11 causes that people can donate to**, Wildcare provides a platform for everyone to help in some way, big or small.

Ways to help include:

- joining Wildcare as a member,
- joining a volunteering group, or
- donating to a cause.

The Wildcare Strategic Plan covers the period 2021-2024.

The Plan is based around four pillars. The four pillars are designed to guide Wildcare over the coming three years to:

- provide new ways for people to get involved,
- develop new partnerships,
- provide better support and training for volunteers and
- improved reporting on what is being achieved



Broom weeding site - Maria Island

FoMI Weeding Team - L to R, Min, Madeline, Sheryl, Antony, Micaela, Carolyn, Penni.
Photographer: Marina Campbell



The four pillars of Wildcare Tasmania

We are successful when:

- People see what is on offer and choose to get involved,
- Volunteers are supported, informed and safe,
- People and organisations see the benefit of their financial support,
- We stay relevant to, and valued by, our partners

Report against the Wildcare Strategic Plan 2021-2024

1. People and organisations see what is on offer and choose to get involved

1.1 Build clear, accessible pathways of choice for people to get involved.

1.2 Build clear, flexible pathways for environmentally and socially conscious organisations to get involved.

Measures of success and results

- Positive membership trends. (Not achieved)
- Increase in Members who have chosen to join a Wildcare group. (Achieved)
- Increasing number of volunteer hours. (Base-line data established in 2021)

Comment

The coronavirus pandemic suspended volunteering activity for multiple months during 2020 and 2021 and saw Tasmanian borders closed.

The resilience of volunteers in continuing to plan, fundraise, update equipment and complete training ready to return to onground work stronger than ever, was inspiring. It's also an affirmation of the Wildcare model that provides a platform for people to take positive action.

We saw an increase in members who are interested in becoming actively involved, by joining a Wildcare volunteer group. This was supported by over \$400,000 in grants from the Wildcare TNCF to onground projects. These results show that Wildcare's model of bringing together the contributions of volunteers and donors was in full force during 2021. This amazing bounce back is truly something to celebrate and speaks strongly of what can be achieved in the future.

Overall membership numbers declined, which was influenced by closures of parks and Tasmanian borders, meaning that many usual avenues of membership closed. This result also has a backdrop of the closure, in late 2020, of free one-year Wildcare memberships through the former tick a box system associated with the purchase of Tasmanian National Parks Passes. There was a high degree of 'churn' of short term Wildcare members through this system, which was replaced by a Grant Deed agreement between Tasmanian Parks and Wildlife Service and Wildcare Tasmania.

The Deed provides stable financial support to Wildcare and the basis to build from our strong and active membership core. In 2022, exciting plans are afoot to review Wildcare's membership model and create new ways for people to get involved. It is important that this occurs to make sure that the Wildcare network continues to be supported to find solutions to growing environmental challenges and Wildcare's staff resourcing is sufficient to make the most of the possibilities.

Wildcare's membership solidified towards 'engaged' active members and interest in volunteering remains strong.

Wildcare Expos were held in November 2021, in Hobart and Ulverstone. Participation was higher at both events than last year. Feedback was excellent. These events aimed to provide a snapshot of Wildcare and a forum for people to talk to group leaders direct. A big thank you once again to the wonderful Greg Irons from Bonorong, who acted as MC for the event.



2. Volunteer groups are supported, informed and safe

2.1 Support and train Wildcare group leaders to:

- meet land manager expectations, including under Volunteer Program Plans, and
- understand the legal framework within which they operate.

2.2. Add fun, compassionate communications, and training and support in working with others.

Measures of success and results

- No serious injuries while volunteering (No life-threatening injuries reported. One broken ankle was reported. Excellent incident response and future risk mitigation efforts were undertaken by the group involved).
- Minimum 4 training sessions per year. (Exceeded)
- 100% of active Wildcare groups engage with at least one of our training activities annually. (Achieved)

The Wildcare Board monitors strategic and health and safety risks at each Board meeting and receives reports on incidents and near misses. If there are any emerging areas of concern, this will signify additional areas of risk management or training support needed.

At a February 2022 risk assessment, the Wildcare Board formed the view that, during 2021, the risks facing volunteers had reduced and that health and safety management was consistently improving. This is due to a number of factors including:

- improvements by land managers in volunteer management practices, significantly the Department of Nature, Resources and Environment, with which at least $\frac{2}{3}$ of Wildcare groups are involved in,
- efforts of group leaders to adapt to new expectations and learn new systems, and
- communications and training support from Wildcare to leaders.

Throughout 2021, monthly Wildcare group leaders training and collaboration forums via video-conferencing were held, in addition to monthly information emails. Standing topics include:

- OH&S
- Volunteer Management
- Grants - upcoming opportunities and procedure/forms
- Tool kit of resources available

Specialist topics included:

- Covid management
- Fundraising
- Leadership - what makes a good leader?
- Grant writing - delivered jointly with Volunteering Tasmania
- Insurance coverage
- Volunteering Tasmania training and services
- DPIPWE (now NRET) Volunteer Registration Process
- Aboriginal Heritage - Assessment and Cultural Awareness with Aboriginal Heritage Tasmania (AUG)
- Grant opportunities
- Story telling
- Media

Additional specialist training was provided in First Aid, Brushcutting, Operating a Chainsaw, and Chem-Cert. A total of 32 people were funded by Wildcare to attend this training. This training has been enabled through the Grant Deed of agreement with the Parks and Wildlife Service.

A big thank you to Tasmania Parks and Wildlife Service for supporting Wildcare and for championing training and services to volunteers.



3. People and organisations see the benefit of their financial support

3.1 Deliver purposeful project reporting that:

- combines human interest stories, with environmental and social impact data, and
- provides a picture of nature conservation outcomes State-wide.

3.2 Establish a benefactor network engagement program that:

- provides options for involvement,
- is founded in inspiring, grass roots outcomes, and
- is free of marketing.

Measures of success and results

- Annual donations of at least \$150,000 p.a. (Achieved)
- 100% of our Natural Partner philanthropy relationships continue (Achieved)
- We maintain a \$0 fee cut on donations policy (Achieved, despite interest rates being at very low levels during 2021, impacting earning on the Wildcare Tasmanian Nature Conservation Fund).

During 2021, over \$400,000, from 30 approved applications, was granted from the Wildcare Tasmanian Nature Conservation Fund, which is an amazing outcome. It is evidence of the continuing groundswell of activity and commitment to ongoing projects and nature causes. Applications came primarily from Wildcare groups and also from partner organisations and individual wildlife rehabilitators.

Grant applications were assessed by the Wildcare Grants Assessment Committee, which is a highly skilled and diverse elected group. There is no remuneration paid for the Committee's work and this group is one of the many contributors to Wildcare.

Grants to projects are all enabled by donations. There was some impact on philanthropy, unsurprisingly, in 2021, likely associated with the coronavirus pandemic. A significant bequest late in 2021 will have a wonderful impact during 2022 and beyond.

Very low interest rates over the past two years have impacted the interest pool from which modest admin expenses of operating the TNCF were drawn. During 2021, in order to maintain the position of \$0 fee cut from donations, the Wildcare Board resolved to fully subsidise the operation of the TNCF from within the Wildcare operating budget. This impacted the Wildcare operating budget for 2021, however, Wildcare was in a sound financial position and this loss was able to be absorbed.

The establishment of a benefactor network engagement program is something that remains as an important future action. To date, it has been difficult to establish a meaningful program given the lean resources of Wildcare with just 2 FTE paid staff.

The magic of donations to Wildcare is that they are able to be matched strongly with volunteering effort and with no fee cut taken from donations, the onground impact is hard to beat!

4. We stay relevant and of value to our partners

4.1 Wildcare develops a pathway for understanding and mapping nature conservation issues in Tasmania, in particular in National Parks and reserves.

4.2 Wildcare reports on the impact of our volunteer groups on nature conservation issues.

Measures of success and results

- We meet 100% of expectations within our Deed of Agreement with PWS. (Met)

The Grant Deed of Agreement between Wildcare Tasmania and PWS contains conditions relating to sound governance, supporting healthy volunteering practices and providing training and funding for group activities. Wildcare met all of the conditions strongly in 2021.

As an ongoing project, Wildcare is working on ways to report on the consolidated impact of our volunteer groups on nature conservation. Consultation with groups occurred throughout 2021. Given the huge diversity of what Wildcare groups do, where they work and differences in sophistication of existing reporting, there are challenges in developing a system that brings information together consistently and in a meaningful way.

As part of this project, during 2021 Wildcare committed funding to allow the use of data collection and GIS software by volunteer groups, to be expanded. A big thank you to the volunteers who have been involved so positively and proactively in the discussions through 2021 and to those who have generously offered to share their knowledge of data collection and GIS software, with others. This remains an important work in progress and one which will be actioned in ongoing consultation and community with Wildcare volunteer groups.

A big thank you to volunteers who generously share their knowledge with others.



Orange Bellied Parrot
Photo: Andrew Hayson






the **Wildcare** way
Tasmania

Volunteers driving results
Collaborative partnerships
Lean overheads
Donations making a difference