



GREENING AUSTRALIA LTD

ACN: 002 963 788

Minutes of the Annual General Meeting (AGM) held at 3:30pm on 15th November 2017

Held at Premier Room, Parliament House, 2A George St, Brisbane City QLD 4000

1. Introduction

Mr Gordon Davis, Chair of the GAL Board welcomed everyone and the meeting commenced at 3:30pm.

Attendees: as recorded in the sign-off sheet and the lodged proxies that will form part of the permanent records.

1.2 Quorum

Gordon Davis confirmed the meeting was quorate.

1.3 Apologies

Gordon Davis noted that there were no apologies.

1.4 National President's address

Greening Australia Ltd will provide a presentation on its activities, including an overview of its current and future programs and the financial position of the Company.

'It's been a proud period for the Board of Directors to oversee the forward focus on display in this our 35th year.

We are more on-mission, our financial sustainability has improved greatly and there are a growing number of quality systems that help us to be more effective and manage our growing organisation.

I spoke to you this time last year and outlined that our sector has faced and will continue to face challenges in many forms and that our path through will be a self-determining one that will be articulated through an organisational strategy refresh that focuses on five national flagship programs:

- **Reef Aid** is addressing the critical threat of poor water quality from inappropriate land use (i.e. increased sediment and nutrient loads) which flows into rivers and wetlands and onto the Great Barrier Reef, significantly contributing to the reefs long-term health and survival.

- **Thriving on Country** – where we are working collaboratively with indigenous communities to create mutually-beneficial opportunities for employment on country where indigenous people, the land and nature thrive.
- **Nature in Cities** is focused on creating greener, more livable cities across Australia by restoring natural ecosystems and urban tree canopy cover for local wildlife, improving the water quality of urban rivers and wetlands, and working towards carbon neutral city targets through large-scale re-forestation programs.
- **Great Southern Landscapes** – which aims by 2030 to reinstate 200,000 hectares (100 million trees) of new, permanently protected forests, woodlands and associated wetlands to increase critical habitat for 10 of Australia’s most threatened species.
- **Tasmania Island Ark** - will recreate over 6,000ha of new habitat across the island state to create a stronghold for Australia’s critically endangered animals including the Tasmanian devil, whilst revitalising local Tasmanian farming communities.

In each of these five programs we will access a range funding sources and bring the best on ground practitioners in the country to demonstration on-ground action in response to some of Australia’s greatest environmental challenges.

Some years ago, we accepted that we did not have a right to exist but that we had an obligation to our members, our volunteers, our staff our partners and our communities to be relevant, adaptive and leverage our independence. ‘Change is the new norm’ is an often-overused statement but for us at Greening Australia it is our reality. We will continue to adjust our organisation in our quest for efficiency, effectiveness, increased practical action and organisational simplicity. In 2018, some of the initiatives to support this include:

- a simplification of our legal structure and proposing the adoption of a refreshed constitution to the membership
- Investing in increased resourcing for funding development and building the Greening Australia Brand

At Board level, we have a committed group of Directors that have the pleasure of presiding over this next stage of our journey and on behalf of them I wish to thank the people of Greening Australia and all our friends, partners and supporters from over the past 12 months. We look forward to the future and working together for healthy and productive landscapes where people and nature thrive.

2. Approval of the minutes of AGM 2016

Resolution 1:

To consider, and if thought fit, to approve the following resolution as an ordinary resolution: "That the minutes of the AGM 2016 be adopted as accurate representation of the meeting"

Resolution was passed.

3. Annual Financial Report of the Company for the year ended 30 June 2017

There were no questions and comments on the financial reports.

Resolution 2:

To consider, and if thought fit, to approve the following resolution as an ordinary resolution: "That the Company's annual financial report, including the directors' report and audit report for the year ended 30 June 2017 be approved."

Resolution was passed.

4. Election and Re-Election of Directors

Brendan Foran, Company Secretary of GAL, referred to the bio of the directors included in the meeting notice and invited questions and comments from members on the election of John Hope, Charl Pienaar and re-election of Gordon Davis.

5.1 Election of John Hope as a director

There were no questions or comments about the resolution to appoint John as a director.

Resolution 3:

To consider, and if thought fit, to approve the following resolution as an ordinary resolution: "That John Hope be elected as a Director."

Resolution was passed.

5.2 Re-election of Charl Pienaar as a director

There were no questions or comments about the resolution to appoint Charl as a director.

Resolution 4:

To consider, and if thought fit, to approve the following resolution as an ordinary resolution: "That Charl Pienaar be elected as a Director."

Resolution was passed.

5.3 Election of Gordon Davis as a director

There were no questions or comments about the resolution to appoint Gordon as a director.

Resolution 3:

To consider, and if thought fit, to approve the following resolution as an ordinary resolution: "That Johan Hope be re-elected as a Director."

Resolution was passed.

5. Life Membership Awards

Brendan Foran, CEO presented the following awards:

The awarding of Life Membership of Greening Australia for those people deemed worthy of such recognition by the Board of Directors will be announced as part of proceedings at the 2017 AGM.

Cameron Schuster

Few people, if any, would have served in as many capacities as Cameron during our 35 year history. In each of these he has displayed commitment, competence and a genuine willingness - even in trying circumstances - to move the organisation forward.

He has also been prepared to see strategic initiatives through to completion (i.e. the organisation transition from a state-based entity to a national body) in that critical first 12-24 months after resolutions had been passed and the difficult change management piece followed.

Near ten years, for the most part as a volunteer, in so many roles- GAWA Board Member, Treasurer and Chair of the GAWA Finance Committee, Chair Nindethana, GAL FRAC Member, Executive Chair Enterprise Division- is quite a CV with GA.

Cameron joined the former GAWA board at a time when its financial position was extremely challenging. Alongside his fellow Directors and the, then Executive, they strategically turned the entity around placing it in one of its strongest ever positions. Amidst this they diversified their revenue (including the acquisition of Nindethana) and strengthened relationships with stakeholders, all the while championing for further organisation-wide reform for a united Greening Australia. Cameron was front and centre in leading this process but collegiate and aligned with his fellow Board members.

Alongside Nindethana, Cameron was also instrumental in overseeing the acquisition of Canopy and the establishment of the Biodiverse Carbon Conservation (BCC) joint venture. In doing this, GA acquired much needed IP in the Carbon space and by utilising his own governance, legal and financial skill to do much the early work, significant amounts of costs were avoided. By the time he had stepped down as Chair of BCC, GA had commenced trading in the carbon space and established much of the foundational and institutional structure needed to be successful in this space. Our organisation is now ready to integrate carbon into its core business offering and further diversify our revenue line – something we had previously expended large amounts of resource doing on without finishing the job.

6. Staff Awards:

Brendan Foran, CEO presented the following awards:

Staff awards for those employees, landholders and/or volunteers of Greening Australia deemed worthy of such recognition by the Senior Management Team will be announced as part of proceedings at the 2017 AGM.

Cumberland Dodds Award:

Elisa Raulings (VIC)

Elisa “loves working at Greening Australia” she is a fantastic and committed member of staff who is highly skilled and professional. She is a rare mix of scientist, project manager, staff manager, communicator and brand ambassador. Elisa is capable of engaging with anyone in a highly effective manner and is viewed as an ambassador for the organisation. She is highly innovative and develops leading edge projects in partnership with others and builds effective and supportive relationships which she cultivates with skill and acumen. Elisa is persistent and driven and regularly works extra hours to go above and beyond for projects, teams and the organisation. Elisa is passionate about positioning Greening Australia as leaders in the environmental NGO sector. She is an experienced and practical ecologist who cares deeply about acting on climate change, conserving and restoring

Victoria's ecosystems and improving the resilience of threatened species. Her passion and vision are infectious.

Elisa works hard to respond positively to challenges and difficulties in delivering multi-million-dollar complex multi-partnership projects in very complex restoration, when most others would give up. Her persistence and creativity in solving the challenging problems that threatened to block the Haining Farm project has been exemplary. She was excellent in representing the organisation in challenging public meetings opposing the project, she listened to feedback and always responded constructively. She played a key role in preventing the loss of significant government and philanthropic funding for the project and potential reputational damage. Her relationship management with donors, corporate partners and supporters is fantastic. She is highly regarded by key partners including Zoos Victoria, the Department of Environment, Land, Water and Planning, Parks Vic, and the Arthur Rylah Institute. The JT Reid Foundation were very appreciative of her management of their objectives during the negotiations for the Haining Farm project. She is very effective in conveying the importance of conserving vulnerable species. Her important contribution for the Haining Farm project will lead to the enhancement of habitat for Victoria's endangered state faunal emblems – the Helmeted Honeyeater and Leadbeaters Possum. These are both species that are highly threatened. The innovative restoration plan for Haining Farm incorporates important community access, educational programs, and develops Haining Farm as a demonstration site for best practice planting in bushfire prone landscapes.

Volunteer of the Year:

Steve Elson (QLD)

Steve has made an outstanding contribution to Greening Australia in recent years, particularly with. Our 20 Million Trees project at Mt Etna but also with our Fitzroy River Turtle project and White-throated snapping turtle project.

From the planning stages of our Mt Etna 20MT project, Steve guided the development of the species list, drawing from years of experience both at the site and as a botanist and Principal Environmental Officer for the Department of Environment and Heritage Protection.

Throughout the implementation of the project, Steve has assisted every step of the way, from engaging with a soil expert and helping take soil samples to creating plant lists for each planting day to planting, watering and fertilising at the vast majority of planting days. Seeing Steve in action on planting days is a sight to behold. He works efficiently and effectively, digging out the prepared holes and planting more than anyone else on site.

When anything goes wrong with the irrigation system, Steve is the first to assist, climbing up the hill to check the pump and pipes and not giving up until the water flows again.

Steve has volunteered dozens of hours to our Mt Etna project and his efforts have made a real difference to the project, ensuring that acres of new semi-evergreen vine thicket are established at the site.

Steve has a lot of knowledge of the turtles endemic to the Fitzroy River, and has enthusiastically volunteered to support their conservation as part of our Fitzroy River turtle project and White-throated snapping turtle project. This has involved travelling to remote locations to launch the boat in waters inhabited by crocodiles to search for and protect turtle nests.

Steve Elson truly cares about Greening Australia's projects and goes above and beyond to ensure that our conservation work occurs in a timely fashion for the benefit of all concerned.

In the past week, Steve has volunteered for 3 days. On Friday, he worked alongside two other volunteers and our staff member Julie Henderson to water newly planted seedlings at Mt Etna. When the irrigation system failed mid-afternoon Steve decided to return as soon as possible to finish watering the section that needed the most attention. So, he did that on the following Monday.

However, in between those two days he also volunteered for a day out on the river on Saturday with our Fitzroy River Turtle Project Manager Kymberly Robinson!

We are so lucky to have the support of Steve Elson, a wise, hard-working man and invaluable volunteer. He thoroughly deserves any recognition of his contributions to our local projects.

Biruta Vilkins (CAP)

Biruta is one of the quiet achievers. Every week Biruta comes along to the nursery at Aranda and helps with the tasks set for the day.

She is a quiet person who is happy to assist with even the tedious of tasks and does so with a smile.

Biruta is often seen assisting out other volunteers if they are struggling with the given task or she kindly points out to the supervising staff that they don't quite understand the tasks. This is always done in a polite and courteous manner never to belittle the other volunteers. She likes the company of the other volunteers and is happy to chat to a variety of people whether they are new or a part of the regular group. She does however have her regular "friends" who she catches up with and they discuss many varied topics.

Biruta is also seen around the nursery “fixing” the little things that she knows are slightly wrong but not wrong enough to causes issues or pop up on a “to do” list. An example would be small consolidation of plants on benches or weeding pots with just a few weeds in them. This helps a lot in the smooth running of the nursery and with the volunteers.

As a part of our regular volunteer sessions we often have “Special Days” these days are themed around topics such as, Multicultural day where Biruta has often brought in home baked goods to share or shown some traditional artefacts from Latvia which is where she was born and grew up. Depending on what the theme is Biruta loves to participate. This not only helps out with the enjoyment of volunteering with us at Greening Australia but gives a community feel to the volunteers raising moral.

This year Biruta has not only helped with the nursery by volunteering every week but she has also come in during the break to help with tasks that were required even though it was steaming hot (over the summer) by helping with the very late propagations, or in the freezing icy cold (over the winter break) when we have had to do plant maintenance.

Biruta has also came in on other days as requested to help with specific projects like the forbs trial. Here she and a few other volunteers had to grow specific seed provenances then prick each seedling out into bigger pots to grow on within the provenance lots.

This required patience and understanding of the trial, luckily Biruta is very patient and if she does not understand she will ask many questions. (the trial is growing the same species from different regions to see how climate and soil type changes how they react.)

Just recently Biruta has put her name down to also volunteer with the Green Team activities. (out in the field planting) These tasks are not simple as the volunteers often need to walk distances and carry the equipment needed.

Biruta is a great example of what volunteers with Greening Australia can do and do with a smile.

New Leader Award:

Damon Telfer (QLD)

A consummate professional, Damon brings specialised technical expertise with a broad commercial focus and the ability to conceptualise and lead a vision through mature communication skills across varying levels.

Working on difficult projects with significant risk and exposure to an extensive stakeholder group, Damon’s relatable personality and ability to build trust and confidence provides the off-project support required for its ongoing success.

Under testing circumstances, he always promotes positivity while remaining focused and accountable at all times while promoting a collaborative and communicative approach. Damon exemplifies the high calibre practitioner and leadership through action approach that ensures Greenings continued success and high standing in the industry.

With Reef Aid as a flagship program within the organisation, the projects within it require not only a high level and specific technical proficiency, but more importantly vision and the leadership skills to promote that vision, react to change, problem solve and forecast as well as maintaining high level communication and collaboration in a fast-paced environment.

Often working within restricted resourced conditions in remote areas with significant time constraints, Damon has shown the importance of what forward thinking, detailed planning, wide consultation and personal commitment and sacrifice means to a large project.

Taking a conceptual project to on ground success in a short time has been a substantial achievement, and one in which Greening has plenty of 'skin in the game', hence the success of the project to date is in direct correlation to the calibre of the leader within it.

People & Culture Award:

Lauren Shaw (NT)

Lauren display's a positive attitude in the face of consistent and ongoing issues and work load. Lauren has led her team and found a way to create a positive work place where the staff feel part of a team who know they can reach out to Lauren at any time and she will listen and assist in any way she can.

I observed an admirable work ethic from Lauren and could see she believed very much in the work that Greening Australia does and is prepared to go above and beyond to see that work done to the best of her and her team's abilities.

Lauren shows strong organisation skills and a very solid grasp of what it takes to run the NT hub.

Lauren demonstrates support of Greening Australia values and this was observed recently through her response to a WHS incident. Lauren was dealing with the melioidosis case- which was really well handled and she helped raise the awareness around the business with contributing to the subsequent poster campaign (attached). She completed the investigation, escalated the incident immediately, engaged an external testing company, and kept tabs on the patient and family etc.

The NT Hub has faced turbulent times in the last couple of years and Lauren has had to bear the brunt of the stress and reality of these challenges. She stepped into a more senior role rallied her team and continued to move forward finding ways to keep the doors open, not afraid to seek out her leaders for help and advice as needed.

One great example that comes to mind is the tireless way she led her team when they had to relocate their offices and nursery in a very short turnaround time. As the nursery is a going concern it was important that it be up and running in the shortest time as possible and she did a great job both on the ground and in managing her team to get the end result they all required.

Chris Jones Landholder Stewardship Award:

Neale Griggs (QLD)

From the very first on-site meeting with Neale Griggs at his property 'Crooked Waterhole', Neale has displayed an image of a quiet engaging person with a genuine desire to invest maximum time and effort into the badly degraded property that he had only recently purchased. The Crooked Waterhole property contains unique remnant wetland habitat that connects directly to the Bowling Green Bay Ramsar wetland. However, it had been neglected for decades and degraded through overgrazing and had become infested by weeds. The deep waterholes of Crooked Waterhole, once renowned for catching barramundi, had become so weed infested that water was no longer visible, covered by rafts of exotic weeds. These weeds excluded water birds and depleted the dissolved oxygen in the water so most native fish couldn't survive. Neale had already put in an enormous amount of hard work into tackling the difficult job of clearing the terrestrial weeds including, Chinese Apple – Prickly Acacia – Parkinsonia and Rubber Vine to name a few. Native pastures have also been re-introduced by Neale and his family to provide feed for native birds and animals and protect the fragile soils from erosion. But the aquatic weeds represented a very different challenge. It was a case of perfect timing when the Greening Australia's GBR coastal wetland restoration program could partner with Neale to compliment the great work he had already done and restore the aquatic habitat of Crooked Waterhole. Neale has worked tirelessly to reduce weed impacts on his new property, and despite also running a busy composting business, has always found time to support the Greening Australia teams in controlling the noxious aquatic pest plants including, Hymenachne – Water Hyacinth – Salvinia and Water Lettuce to name a few.

Neale has welcomed all Greening Australia staff and hosted visits by Greening Australia's Board and project partners. This partnership has developed into a genuine friendship and Neale has patiently worked with Greening Australia, bringing his good larrikin humour and great stories, and providing genuine and practical insight to all the deliberations regarding best practice interventions of both aquatic and terrestrial habitats. Neale and his family are now celebrating the return of the iconic Barramundi to Crooked Waterhole, as well as

a myriad of bird species that were absent prior to these interventions. In recent surveys 72 species of birds were recorded, including nearly all expected waterbirds. Neale had grown up in the local area and understood the potential Crooked Waterhole had if restored to its former glory. Through his enormous efforts, and his openness to partner with Greening Australia, in only a very short time this property has been transformed and is now able to provide a productive income for Neale's family, but also provide critical natural habitat that has otherwise been greatly lost across this coastal region. This success, and the local respect for Neale, is now encouraging the adjacent property owners to engage with Greening Australia and we are expanding our work across their properties to make an even greater impact through restoring wetland habitats.

The results that Neal Grigg's has achieved in controlling the woody weeds on the Crooked Waterhole property are outstanding. The expanse and density of Chinese Apple and other terrestrial weeds across the property was beyond the capability of the previous owners and had deterred many people from taking on this property when it did come up for sale. When Neale purchased the property you could not even see the house because of the density of these weeds. Neale knew the potential and has demonstrated amazing understanding in tackling this problem. He will admit that he is no spring chicken, but single handed, he has patiently and methodically eradicated these weeds. He patiently and cleverly has waited for the right conditions and then used his plant equipment from his composting business to work through sections of the property, removing entire Chinese apple one after the other. It has been an inspiration to see the change from one site visit to another, with large sections of the property transformed and ground cover returning. Neale has even hosted trials of specialist equipment designed to tackle woody weeds and none of these could match the impact he has had. He has also demonstrated his desire to heal the land and has held off on stocking the property with cattle until he is confident that the ground cover and land condition have recovered so that it is sustainable. Through Neal's great work, combined with the work by Greening Australia to restore the wetland habitats, the Crooked Waterhole property really has been transformed in a period of about two years. This has not only healed the land and restored critical habits in a coastal floodplain that is adjacent to a Ramsar wetland, but under enormous pressures from intensive irrigated sugar cane agriculture, but it has provided a fantastic demonstration of what can be achieved and how landowners and organisations like Greening Australia can work together.

7. Other Business

There being no other business the meeting closed at 4.02pm.