

Landcare NSW Limited

ACN: 660 758 770

Financial Statements

For the year ended 30 June 2023

Landcare NSW Limited

Table of contents

For the year ended 30 June 2023

Directors' report	2
Auditor's independence declaration	10
Statement of profit or loss and other comprehensive income	11
Statement of financial position	12
Statement of changes in equity	13
Statement of cash flows	14
Notes to the financial statements	15
Responsible persons' declaration	29
Independent audit report	30

Landcare NSW Limited

Directors' report
30 June 2023

The directors present their report on Landcare NSW Limited for the financial year ended 30 June 2023.

Information on directors

Stephanie Cameron	Chairperson	
Gareth Johnston	Vice Chairperson	
Hunter White	Treasurer	
Lyn Thomson	Secretary	
Bruce Rolph	Director	
Kathy Kelly	Director	
Stephen Bunnell	Director	
Howard Jones	Director	Appointed 19 October 2022
Rene Woods	Director	Appointed 19 October 2022
Elizabeth Riley	Director	Appointed 19 October 2022

Directors have been in office since the start of the financial year to the date of the report unless otherwise stated.

Stephanie Cameron

Qualifications	Bachelor of Applied Science in Biological and Chemical Technologies, M.ASSSI, M.RACI and MAICD.
Experience	A qualified scientist who graduated from the University of Western Sydney Hawkesbury with a Bachelor of Applied Science in Biological and Chemical Technologies in 1996. Steph is a qualified environmental consultant (contamination), internal auditor (ISO) and holds several leadership and membership qualifications. She is the current business operations manager, director and co-owner of East West a local soil testing company with a 27 year history, based in Tamworth. East West is a National Association Testing Authority (ISO) accredited lab for testing soils for geotechnical, environmental and agricultural purposes. Steph has been involved with Landcare at all levels, both grass roots and the associated regional bodies for over fifteen years. Her financial skills and business strategy experience have served her well in her many volunteer roles which include Treasurer Tamworth Urban Landcare, Treasurer Tamworth Regional Landcare Association, former Chair North West Landcarer's, Area 3 Director Zonta District 24 Board (NSW), Treasurer Tamworth Jockey Club, Board Director Australian Soil and Plant Analysis Council, and Vice President of New England North West Business NSW Chamber. Stephanie is an ordinary Director from North West and Northern Tablelands Region.

Landcare NSW Limited

Directors' report
30 June 2023

Stephanie Cameron

Special responsibilities	Chair of the Landcare NSW Board
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Gareth Johnston

Qualifications	Scotvec Certificate in Estate Management (UHI) Grad Cert Applied Science (Sustainability) (Swin) Grad Cert Enterprise Resilience (ACU) Certificate in Governance and Risk Management (TGI) Level 2 Certificate in Executive Coaching Certificate in Climate Science Certificate in Climate Policy both from IGES/UNU
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Experience	Bringing over 30 years management consulting history, Gareth is an experienced company director with service on public company, private company and NGO boards with State and Commonwealth, UN and other sovereign advisory appointments. Prior to his participation with Landcare NSW, he was elected Treasurer then Chair of Murrumbidgee Landcare Inc one of Australia's oldest regional Landcare groups. A pioneer in responding to climate change, Gareth was founding CEO of CSIRO's first cleantech company, formed an international climate adaptation and risk advisory practice and is Lead author of Climate in the Boardroom credited by regulators as the basis of climate governance in Australia. He is Director, Strategic Resilience with Future Ready, a specialist advisory practice with clients including enterprise, sovereign and multilateral agencies. Living off grid in the Southern Tablelands, Gareth sees Landcare as a critical element of community resilience. He believes water security, climate variability, cheap green energy, adaptation and community wellbeing as key challenges for rural Australia. Gareth is an active shaper of corporate governance in climate risk in Australia. Gareth is an ordinary Director from Murray and Riverina region.
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Special responsibilities	Vice Chair of the Landcare NSW Board; Chair of the Landcare NSW Nominations Committee; Landcare NSW delegate to the National Landcare Network (NLN) Board Member Governance Committee, NLN Board
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Landcare NSW Limited

Directors' report
30 June 2023

Hunter White OAM

Qualifications	Graduate certificate in Business (Agribusiness)
Experience	Hunter has extensive experience as a Not-for-Profit Company Director of organisations involved in agriculture, education, agricultural shows, Landcare and Foundations to support these organisations. Hunter is an Ordinary Director from Central West and Central Tablelands region. Hunter operates a mixed farming enterprise in the Mudgee and Yeoval districts based on sustainable and regenerative land management; and is very involved in local community organisations.
Special responsibilities	Treasurer for Landcare NSW; Chair of the Landcare NSW Finance, Audit and Risk Management Sub-Committee; Committee member of the Landcare NSW Nominations Committee.

Lyn Thomson

Qualifications	Bachelor of Arts; Native Bee Educator.
Experience	Lyn was a Liaison Officer with the Department of Education based at Evans River K-12 School; introducing environmental education into the school. The school went onto win a state prize for their innovative recycling ideas. Lyn worked for the Australian Native Bee Company as their educator, bringing to life her passion for Australian Native Bees. In 2009 Lyn joined Richmond Landcare as their School's Officer, she spent the next ten years educating young people about sustainability and the natural environment. When Lyn retired, she immersed herself in all things Landcare. Today she is the treasurer of Richmond Landcare and an Ordinary Director of Landcare NSW from the North Coast and Hunter regions.
Special responsibilities	Secretary for Landcare NSW; Committee member of the Landcare NSW Nominations Committee.

Landcare NSW Limited

Directors' report
30 June 2023

Bruce Rolph

Qualifications	Bachelor of Economics (Hons); Master of Environmental Management (UNSW); Graduate, Australian Institute of Company Directors (GAICD).
Experience	Multi-decade leadership and senior management roles in the public, private and NFP sectors in Australia and internationally, including with The Australian Treasury, Macquarie Bank, Citigroup, UBS and Bahana Indonesia. Deep understanding of, and leadership in, the search for sustainable solutions to contemporary environmental, social, and governance challenges confronting organisations of all persuasions. Governance expertise and credibility with various Not-for-Profit organisations variously as Chair, NED, and governance consultant - incl. as Co-Author of the Australian Council for the Arts' 'Essential governance practices for arts organisations'. Current NFP roles include Chair, Skin Check Champions; Independent Director, Landcare NSW; Independent Director, Mosman Environment Foundation; Deputy Vice President (elected), Headland Preservation Group (NSW).
Special responsibilities	Committee member of Landcare NSW Nominations Committee; Committee member of Landcare NSW Public Fund Management Committee

Elizabeth Riley

Qualifications	Bachelor of Applied Science (Wine); Cert IV TAE; Graduate of the Australian Institute of Company Directors; Nuffield Farming Scholar.
Experience	Liz is based in the Hunter Valley and works across NSW as an independent consulting viticulturist and contract trainer with Tocal College. She has 30 years experience working as a Viticulturist in the Australian Wine Industry with expertise in pest and disease management, agrochemicals, biosecurity, and sustainability. Liz currently sits on the National Wine Biosecurity Committee, is a NED of Freshcare and the CRC SAAFE and has previously served on the board of the NSW Wine Industry Association and the Australian Wine Research Institute. Liz is also an active member and vice president of the Hunter Valley Wine Country Landcare Group.
Special responsibilities	Committee member of Landcare NSW Nomination Committee.

Landcare NSW Limited

Directors' report
30 June 2023

Kathy Kelly

Qualifications	Bachelor of Economics; Fellow of the Institute of Chartered Accountants in Australia and New Zealand; Graduate of the Australian Institute of Company Directors; Registered Company Auditor.
Experience	Kathy has a deep understanding of the agriculture sector over her 30 years as a practising accountant. Her experience has led to a comprehensive practical knowledge of the business, accounting and tax issues in agricultural and related agribusiness entities. Kathy was a Director of Boyce Chartered Accountants, 1989-2019, the largest regional accounting firm in Australia. Based in Cooma, she managed the office and provided specialist audit and tax services predominantly in agriculture and related industries. Kathy is currently a director of the Mulloon Institute Limited Landcare NSW Limited and Plant Health Australia Limited. She also holds the role of Company Secretary for the Mulloon Institute and is a committee member of Cooma Landcare Inc.
Special responsibilities	Committee Member of the Finance Audit and Risk Committee; Chair of the NSW Landcare Public Fund Management Committee.

Rene Woods

Experience	Rene is a strong advocate for First Nations people in the Murray Darling Basin and has worked in communities in both the public and non-government organisation sectors of the Basin. He is currently employed by the Nature Conservancy Australia as Associate Director of Indigenous Peoples and Local Communities (IPLC) Partnerships and has previously held the position of chairperson of the Murray Lower Darling Rivers Indigenous Nations (2018 to 2020) and been vice-chair of the Nari Nari Tribal Council. He works with his Nari Nari Elders to make sure their views are incorporated into Gayini (water) planning within the state and Basin. He has also held several other positions including with New South Wales Department of Primary Industries Aboriginal Water Initiative (2013 to 2016) and Murrumbidgee Valley Water NSW Customer Advisory Group (2018 to 2020).
Special responsibilities	Nil

Landcare NSW Limited

Directors' report
30 June 2023

Steve Bunnell

Qualifications	Tertiary studies in Management, Credit Management and Accounting. Certificate IV in Wool Classing Licenced Commercial Agent
Experience	Steve has held senior management positions in the food manufacturing, entertainment, agribusiness, import/export and the accounting and legal services industries and is currently self employed as a finance, administration and Trust compliance consultant in the legal and accounting services sector where his current and former clients include big 4 accounting firms and boutique to mid tier law firms. Steve also operates a sheep and lamb trading property at Boorowa, NSW and is active in the Boorowa Community Landcare Group Inc. where he is currently Treasurer. He is currently convener of the South East Landcare Regional Landcare Coordinator Steering Committee and has previously held positions with the Legal and Accounting Credit Managers Association (LCMA) and his local football club where he is a Life Member.
Special responsibilities	Committee member of the Landcare NSW Finance Audit and Risk Committee; Committee member of Landcare NSW Nominations Committee; Landcare NSW delegate to National Landcare Network Members Council.

Howard Jones OAM

Qualifications	Medal (OAM) of the order of Australia in the general division; Environmental Award, Wentworth Shire Council.
Experience	Howard Jones is a long-term resident, landowner, and business owner/operator in the Western region and brings experience of the Western Division's issues related to the landscape and waterways. Howard was the Chairman of the Murray-Darling Wetlands Working Group from 1996 – 2017 and a founding Director, Environmental Affairs, Western Murray Irrigation from 1995-2008. He has 35 plus years of industry and environmental leadership experience across Southwest and Western NSW. Howard has a close involvement with Water reform in NSW, and the delivery of change to communities in the Southwest as a leader and member of statutory boards.
Special responsibilities	Committee member of Landcare NSW Nominations Committee

Landcare NSW Limited

Directors' report
30 June 2023

Meeting of directors

During the financial year, 6 meetings of directors were held. Attendances by each director during the year were as follows:

Director	Number of meetings attended	Number of meetings eligible to attend
Stephanie Cameron	6	6
Gareth Johnston	6	6
Hunter White	6	6
Lyn Thomson	6	6
Bruce Rolph	6	6
Kathy Kelly	6	6
Stephen Bunnell	6	6
Howard Jones	2	4
Rene Woods	3	4
Elizabeth Riley	2	4

Principal activities

The principal activity of Landcare NSW Limited during the financial year was to represent, promote and advocate on behalf of community-based land care and community driven sustainable resource management in New South Wales.

No significant changes in the nature of the Company's activity occurred during the financial year.

Short and long term objectives

Landcare NSW has established short and long-term objectives published in our 5 Year Strategic Plan, available on our website. These objectives are:

1. Grow the member base:
 - a) Through broadening the value proposition for members and non-members
 - b) Promoting the One million landcarers by 2040
2. Strengthen our capability through:
 - a) Diversification of revenue streams
 - b) Develop our understanding of Landcare NSW's role in the natural capital supply chain in NSW
3. Strengthen foundations and programs that support the NSW Landcare community
4. Enhance the Landcare NSW position, profile and presence through our projects and programs
5. Develop organisational leadership and cultural awareness through individual and team professional development

Landcare NSW Limited

Directors' report
30 June 2023

Key performance measures

The key performance measures for the organisation are detailed in the 5 year Strategic Plan which is available on the Landcare NSW website. These include revenues received from grants, fee-for-service activities, donations, as well as measuring membership numbers, impact of communications, and participation of Landcare NSW staff in regional Landcare events.

Operating results

	2023	2022
	\$	\$
The profit/(loss) of the Company after providing for income tax amounted to	(511,917)	(129,920)

Events after the reporting date

No significant matters or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results of those operations or the state of affairs of the Company in future financial years.

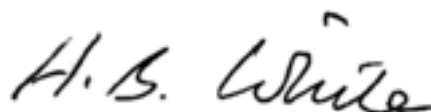
Auditor's Independence Declaration

The lead auditor's independence declaration in accordance with section 60-40 of the *Australian Charities and Not-for-profits Commission Act 2012*, for the year ended 30 June 2023 has been received and can be found on page 10 of the financial report.

Signed in accordance with a resolution of the Board by:



Stephanie Cameron
Chairperson



Hunter White
Treasurer

Dated: 26 October 2023



Auditor's independence declaration to the responsible persons of Landcare NSW Limited

I declare that, to the best of my knowledge and belief, during the year ended 30 June 2023, there have been:

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

Roberts & Morrow Audit Services Pty Ltd

Authorised Audit Company Number 517597

Max Elphick

Director

Armidale, NSW, 26 October 2023

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