

Volunteers



Green Skills Inc ANNUAL REPORT 2020



Our Organisation

Established in 1989, Green Skills Inc. is a not-for-profit Western Australian based non-government organisation. It is registered as a charity and operates a diverse range of environmental, employment and sustainability programs in metropolitan and regional areas. With offices in Murdoch, Albany and Denmark, Green Skills delivers strategic programs addressing local, regional and national priorities. Our work integrates project management, community education and employment programs across a wide range of industries. Green Skills takes pride in its continued success in developing innovative projects that lead the way in sustainability.

VISION

Green Skills is a driver of change toward a more sustainable community.

OUR PURPOSE

**Empowering people
through sustainability in
action**

GOALS

OUR IMPACT

To promote and create opportunities for ecologically sustainable employment; assisting disadvantaged and unemployed persons to obtain employment by creating and maintaining effective partnerships whilst increasing research and delivery of ecologically sound and socially responsible activities, training and skill development.






OUR TEAM

To create a positive supportive culture that promotes collaboration, innovation, well-being and professionalism while enhancing the capacity of both staff and the organisation.

OUR ONGOING ORGANISATIONAL RESILIENCE

To create an enduring organisation that can flex and respond to changing external financial, governance and cultural landscapes.

Values

-  Leadership - proactive and professional community organisation working toward sustainability.
-  Innovation - Encouraging inspiration and innovation in our communities.
-  Collaboration - Partnering with other organisations.
-  Equality - Provision of a satisfying and diverse workplace where staff have opportunities for personal and skill development.
-  Community - Inclusion of all people, particularly those with disadvantage, in our activities.

Objects of our Association





-  To assist in the provision of relief from poverty, sickness, suffering and distress to disadvantaged or unemployed persons within Western Australia, without discrimination.
-  To promote and create opportunities for ecologically sustainable employment and to assist disadvantaged persons to obtain employment.
-  To increase opportunities for ecologically sound and socially responsible activities, training and skill development.
-  To increase research and delivery of sustainable projects.

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Organisational Overview

GOVERNANCE

The Board of Management

The Board of Management represents the membership, who is the nominal owner of the Green Skills Organisation. The Board's role includes financial oversight, ensuring rigorous processes are in place, making strategic decisions about the organisation's future, and preparing and overseeing implementation of the Strategic Plan. The Board currently meets on a bi-monthly basis.

Management Team

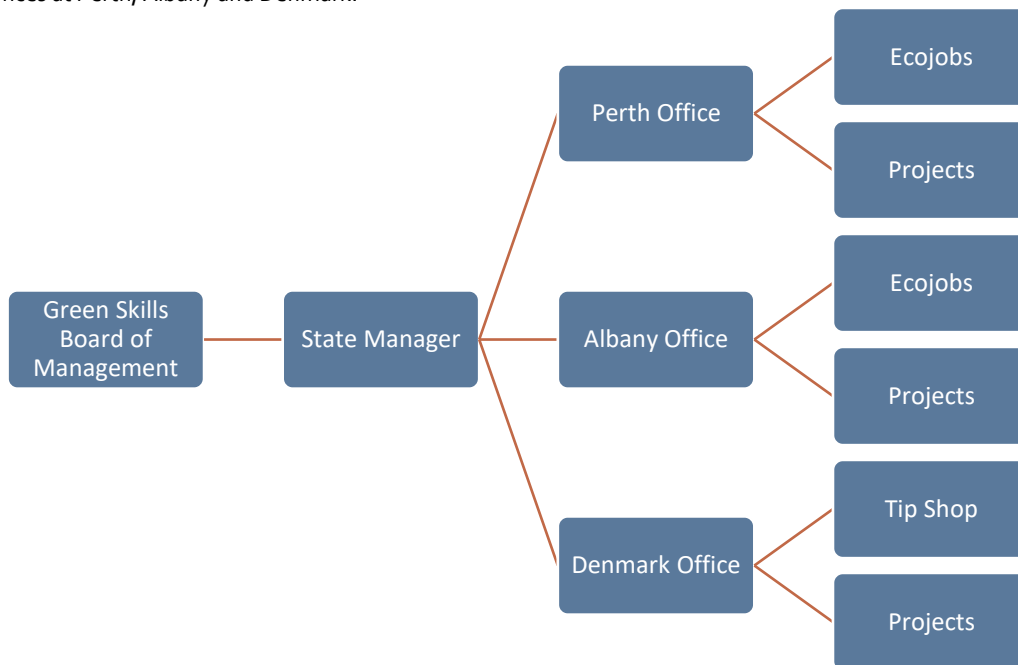
The Management Team is comprised of senior Green Skills staff and in 2020 included Laura Bird and Jacqui Foster (State Managers), Aline Brion, Ben Atkinson and Penne Kozlowski (Perth Office Managers), Helen Heydenrych (Denmark Manager), Anne Sparrow (Albany Office Manager and Nicole Robinson (Finance Manager). The Management Team is responsible for the overall management of Green Skills and for ensuring proper coordination between the different offices and staff. It is also responsible for making recommendations to the Board of Management in relation to policy matters. The Management Team meets via Skype, Teams or phone link at least monthly. Minutes are provided to the Board of Management.

Work Safety & Health Committee

Work Safety & Health (WSH) is one of the prime considerations in Green Skills management and is continually reviewed throughout the Organisation at Staff, Management Team and Board meetings. The WSH Committee, which consists of representatives from each of our offices, video-conferences monthly to make sure that processes are in place to ensure safety in the workplace, that they are being followed and to improve them wherever possible.

Green Skills Offices

Green Skills has offices at Perth, Albany and Denmark.



Volunteers

Special thanks go to all the wonderful volunteers who have assisted Green Skills over the year. Many of our projects would not be possible without the enthusiasm and commitment of these dedicated people.

Membership

It is important for Green Skills to maintain a healthy membership. We acknowledge and value those people who have supported the organisation for many years as members and who regularly attend Annual General Meetings and events.

Our Board Members

Rhonda Williams

Chairperson. Joined the Board in 2017.

Rhonda has held numerous positions of senior responsibility for local NRM groups, notably as Treasurer of South Coast Management Group, the Deputy Chair of South Coast NRM Inc. Board of Management, and Councillor for the Shire of Jerramungup. Landcare has been central to Rhonda's family's farm management practices as the key to long term sustainability and profitability.



Rhonda received the 2016 Australian Government Individual Landcare Award.

Ashleigh Murch

Deputy Chairperson. Joined the Board in 2018.

Ashleigh Murch has an educational background in biological science, genetics and pathology. He worked in the field of diagnostic human cytogenetics for more than 40 years. In the last 15 years of his career he had an additional role in senior management, with extensive experience in HR, finance, project management and change management.



Now retired, he has more time to devote to the community and his lifelong interest in the environment and sustainable living.

Laura Bird

Secretary. Joined the Board in 2014.

Laura, the Green Skills State Manager, has delivered the Living Smart course at Great Southern Institute of Technology and chaired the South Coast NRM Community Involvement and Change Reference Group. She continues to coordinate sustainability driven projects.



She took on the role of Secretary in 2017.

Mike Travers

Treasurer. Joined the board in 2016.

Mike spent most of his working life in IT systems; mainly business systems. After moving to Denmark, Mike used his business and finance experience to become a bookkeeper; he is a BAS agent. Mike is trying to concentrate on retirement and community involvement.

As the Treasurer of Green Skills, he is developing another set of community skills.

Ches Leonard

Joined the Board in 2017.

Ches Leonard has a background in Business and Workforce Development and has worked in the Training Sector for 17 years. He previously specialised in providing advice to employers of trainees and apprentices, and has supported training projects in the community care, disability and aged care sectors.



Ches has a personal interest in sustainability – particularly home-grown food production and the building of a resilient local community.

Jacqui Foster

Joined the Board in 2018.

Jacqui Foster has a background in policy and community engagement in the environment and sustainability sector with 15 years' experience. After finishing up a PhD in fisheries management in Tasmania, Jacqui moved to WA in 2008, and worked in the State government and not-for-profit sectors in Perth and Albany.



Jacqui became Green Skills State Manager in October 2020.

Sarah Hilder

Joined the Board in 2015.

Sarah has worked in Albany in the not for profit sector for the past eight years. Sarah was part of the creation of the first community garden in Albany and developed a children's gardening program called Garden Grubs designed to connect families with healthy eating, sustainability and the seasons.



Sarah has a degree in environmental design and a post graduate qualification.

Anthony Moir

Joined the Board in 2020.

Anthony has an extensive background in Retail and is currently working in the waste management sector. In the past, Anthony has been involved with community and environmental groups serving as Deputy Chair on the South Coast Management Group, WALGA's Container Deposit Advisory Group, WALGA's Southern Agricultural Zone delegate for NRM and served as a Councillor for the City of Albany.



Interests include; Sustainability, Waste, Energy, disruptive technologies and the Circular Economy.

Chairperson's Report

Well, what a year 2020 was? Who would have thought that phrases like COVID 19, self-isolation and social distancing would become part of our everyday language; that Zoom would become part of the way we operated; and that the daily news would be full of Coronavirus information?

But no matter how bad a situation is, there is always some good to be found. For Green Skills it has been a big year for setting up its future with purchasing the Tootanellup property, setting up the Container Deposit Scheme in Albany, upgrading the Tip Shop in Denmark and the Perth Office continuing to do well with Local Government contract work. To end this year with a profit is a pleasing result, and all staff must be thanked for their contribution during this trying year and recognition given to the Federal fiscal stimulus received. A special thanks to our Finance Manager Nicole Robinson and our Treasurer Mike Travers for their efforts in managing and overseeing the finances in this different and difficult year.



Chair: Rhonda Williams

In October, Laura Bird stepped down from the State Manager's position after completing three years in this role. The Board sincerely thanks Laura for her passion and acknowledges the excellent work Laura did in continually working towards the vision and mission of Green Skills. Jacqui Foster was welcomed to the State Manager's position in October, and we look forward to working with Jacqui and thank her for her efforts so far.

Congratulations to the Albany Office Manager Anne Sparrow and team for being a finalist at the Albany Australia Day Award's Ceremony for the Active Citizenship Community Group or Event Award.

In February S held in Perth. Green Skills received \$20 000 worth of leadership and management training. Thanks to Helen Heydenrych for putting the application together, and Laura Bird for receiving the Award on behalf of Green Skills.

It was a privilege to be present at the GWN news filming of the Container Deposit Scheme in November. It was enlightening to hear the employees speak, and a big thank you must go to Kate Ryan-Taylor for her vision and efforts in setting this up in such a short space of time. This is certainly making a difference for the residents of Albany and surrounding areas.

I would like to thank Kylie Cutten for leading the Strategic Plan Review so well and to all Board and Staff members who gave of their time and expertise. It was a lengthy process, and all went really well using Zoom, and we look forward to using the rolling style of plan.



L-R Albany Office Manager, Anne Sparrow, Chair Rhonda Williams and Albany Mayor Dennis Wellington.

As you can see from this Annual Report, a diverse range of projects and events have been run ensuring that Green Skills is still a driver of change towards a more sustainable community. I encourage you to visit the Green Skills website and Facebook page to stay up to date with all the activities.

All the activities of Green Skills during the year could not have been achieved without the support from funding bodies, working together with partner organisations, our wonderful staff, members, and amazing volunteers. Our appreciation is extended to all our partners, volunteers, collaborators, and supporters as listed on the back page of this Annual Report.

A big thank you to all Board members, Ashleigh Murch as Chair of the Audit Committee and Audit Committee members for their diligence and wisdom in committing to their role to ensure accountability and good governance standards for Green Skills.

As I step down from the role of Chairperson, I would like to thank everyone who supported me in this role. It has been a privilege to be Chairperson of this amazing organisation for the past three years, which values leadership, innovation, collaboration, equality and community.

Kind regards
Rhonda Williams
2020 Chairperson



Left to right: R Ches Leonard, Ash Murch, Rhonda Williams, Jacqui Foster, Laura Bird, Sarah Hilder, Mike Travers, Anthony Moir

State Managers' Report

2020 saw Green Skills grow its commitment to the development of job opportunities in Western Australia's green jobs sector, with the opening of the Container Deposit Scheme enterprise, the continued success of Perth and Albany Ecojobs and the rejuvenation of the Denmark Tip Shop. Between our three Offices we welcomed three trainees, four new permanent employees and over 20 new casual employees to our already strong team of 18 permanent and 30 (plus) casual staff. We are dedicated to continuing to develop our social enterprises to allow us to continue our support of community projects and the creation of jobs that are accessible for everyone in our community.

It was an honour for Green Skills to receive the RAC Green Business of Excellence Award at the Pinnacle Business Awards held in Perth early in the year. We were fortunate to receive \$20 000 worth of leadership and management training which 12 staff from across all three offices were able to benefit from. We look forward to improving sustainability in action through our increased knowledge and skills to empower our communities.

Through the generous support of the Deb Booker Estate, we were able to begin the process of reviewing the way we communicate and interact with our communities through the initiation of a marketing and website redevelopment project. With Board support, we now have a plan to allow us to diversify our revenue streams, engage more effectively with our supporters and to provide easier access to Green Skills projects and resources. Keep an eye out for our new website which will launch in 2021.

There were several changes in staff in Green Skills in 2020. On behalf of Green Skills staff from across Perth and the Great Southern, I would like to extend our deep gratitude to Laura Bird for her invaluable contribution over the years as State Manager. Aline Brion, who worked with us for over the course of 20 years as a valued project officer and later as our Perth Office Manager, departed Green Skills for new endeavours in 2020. Many thanks to Aline for her long-term commitment to Green Skills and to the values we represent. In light of Aline's departure, we were fortunate to have Penne Kozlowski step into the role of Perth Office Manager. Penne is a valuable addition to our Green Skills Team with strong skills in WHS and process management. We also farewelled our Tip Shop Manager James Gentle in 2020 and are grateful for James' work over the years and wish him all the best for the future. Anita Cottle, who had been a casual at the Tip Shop for several years, was given the opportunity to take on the role upon James' departure and has worked tirelessly with her staff over 2020 to give the Tip Shop a fresh face, post-COVID.

Two major initiatives in 2020 have been the review of the Green Skills 2016-2020 Strategic Plan and Green Skills first move in to property acquisition for conservation with the purchase of the Tootanellup property at Rocky Gully. Managed out of our Denmark Office, this property acquisition has allowed Green Skills to protect a vital piece of the Gondwana Link network and also sets up some exciting opportunities for us to diversify the way we engage our communities in citizen science. I would like to thank staff for their contributions to the Strategic Plan Review – due to their tireless commitment to the process we have a Strategic Plan that sets us some exciting challenges and goals for the next four years.

I would like to extend our gratitude to our partners and collaborators in 2020 and to our dedicated volunteers. It is not an overstatement to say that without such support the projects and jobs creation we have been able to deliver would not have been possible.

Whilst COVID-19 definitely provided us with some challenges this year it has been remarkable to witness the resilience and commitment of our staff in making the most of periods of lockdown and business closure to reorganise project commitments, create new partnerships and opportunities and to persist with delivering quality projects for our environment and communities. 2021 is certainly looking bright as a result.

Kind regards

Jacqui Foster and Laura Bird
2020 State Managers



Jacqui Foster



Laura Bird



State Manager Laura Bird receiving Pinnacle Green Business Excellence Award for an Australian Institute Management training package.

Treasurer's Report

The 2020 year was exceptional in its complexity. Federal fiscal stimulus as Job-Keeper and Payroll credits have helped to retain skilled staff while distorting our overall results. The year stands alone and cannot be compared to adjacent years.

Our surplus for the year of \$70,697 includes \$487,000 of Job-Keeper and Payroll credits. Our overall revenue, less stimulus, was \$2,511,047, \$67,876 over last year's total revenue. This is a remarkable result in an unpredictable year. Our State, Office, Project managers and all staff are to be congratulated on these results.

Our flexible outlook has contributed to our ability to claim Job-Keeper and keep skilled staff. It has also enabled us to invest in future revenue streams; Tootanellup and as a Container Recycling depot in Albany. These assets will extend Green Skills' influence with the public and our longer term ecological financial commitment.

The Tootanellup and Container Recycling initiatives utilised cash reserves as seed funding and start up support. Our cash reserves, net funds available \$248,969, are also being utilised with provisions for new initiatives. These provisions total \$165,000 and include: innovation funding (\$30,000 per office) Perth office relocation, upgrade our financial software and in-service costs.

To comply with AASB16, our lease commitments have been recognised in the Balance Sheet.

Green Skills is in the process of change. From a financial perspective we understand that expenses are necessary for renewal; strategic planning, in-service and financial systems. Yes, we could manage without these expenses, however, the return is in being prepared for opportunities where and when they arise. Our resource agility is one of our greatest strengths.

Auditor's Report

INDEPENDENT AUDITOR'S REPORT

To the members of Green Skills Inc.

Report on the Audit of the Financial Report

We have audited the accompanying financial report, being a special purpose financial report of Green Skills Inc., which comprises the statement of financial position as at 31 December 2019, the statement of comprehensive income, statement of changes in equity and statement of cash flows for the year then ended, notes comprising a summary of significant accounting policies and other explanatory information, and the responsible entities' declaration.

In our opinion the financial report of Green Skills Inc. has been prepared in accordance with Division 60 of the *Australian Charities and Not-for-Profits Commission Act 2012*, including:

- giving a true and fair view of the registered entity's financial position as at 31 December 2019 and of its financial performance for the year then ended; and
- complying with Australian Accounting Standards to the extent described in Note 1, and Division 60 of the *Australian Charities and Not-for-profits Commission Regulation 2013*.

Basis for opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the registered entity in accordance with the Australian Charities and Not-for-Profits Commission Act 2012 (ACNC Act) and the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110 Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Emphasis of Matter – Basis of Accounting

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

Responsible Entities' Responsibility for the Financial Report

The responsible entities of the registered entity are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the *Australian Charities and Not-for-profits Commission Act 2012* (ACNC Act) and the needs of the members. The responsible entities' responsibility also includes such internal control as the responsible entities determine is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the responsible entities are responsible for assessing the registered entity's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the responsible entities either intend to liquidate the registered entity or to cease operations, or have no realistic alternative but to do so.

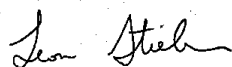
Auditor's Responsibility

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial report.

As part of an audit in accordance with Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the registered entity's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by responsible entities.
- Conclude on the appropriateness of the responsible entities' use of the going concern basis of accounting and, based on the evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the registered entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the registered entity to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



Leon Stielow
ASIC Registered Auditor: 270930

Dated this day of: 22/03/2020

Statement of Comprehensive Income for the year ended 31 December 2020

Income	2020 \$	2019 \$
General Income	582,494	87,819
Project Management	687,525	425,828
Ecojobs	1,749,606	1,929,524
Total Income	3,018,625	2,443,171
Expenses		
General Expenses	705,811	311,751
Net office overheads	302,235	330,495
Project Management	687,525	425,828
Ecojobs	1,253,357	1,409,917
Total Expenses	2,948,928	2,477,991
Profit from ordinary activities before income tax	70,697	-34,820
Income tax relating to activities		
Net profit attributable to the association	70,697	-34,820
Total change in equity of association	70,697	-34,820
Opening retained profits	1,217,618	1,252,438
Net profit attributable to the assoc.	70,697	-34,820
Closing retained profits	1,288,316	1,217,618

Statement of Financial Positions at 31 December 2020**Current Assets****Cash Assets**

Cash at Bank	993,885	948,842
	<u>993,885</u>	<u>948,842</u>

Receivables

Trade Debtors	182,184	237,169
	<u>182,184</u>	<u>237,169</u>

Other

Prepayments	60,600	63,954
	<u>60,600</u>	<u>63,954</u>

Total current assets	1,236,670	1,249,965
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Non-current assets**Property, Plant and Equipment**

Lot 2249 Rocky Gully Road Tootanellup	222,665	
Plant and equipment - at cost	869,182	884,286
Less: Accumulated depreciation	(307,932)	(289,117)
Right of Use Asset	194,850	

Total Non-Current Assets	978,766	595,169
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Total assets	2,215,436	1,845,134
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Current Liabilities**Payables****Unsecured:**

Trade creditors	47,844	85,023
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Current tax liabilities

GST payable control account	55,082	55,648
PAYG withholding	20,123	20,250

Provisions

Employee entitlements	246,495	217,565
Provisions - expenses	80,000	

Other

Income in advance	261,767	234,917
Fringe benefit deductions	1046	2,478
Superannuation payable	632	
Employee reimbursements	504	

Total current liabilities	748,611	615,880
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Non-current liabilities**Unsecured:**

Lease liabilities	162,534	
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Provisions

Employee entitlements	15,974	11,636
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Total non-current liabilities	178,509	11,636
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Total Liabilities	627,516	627,516
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Net assets	1,288,316	1,217,618
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Total change in equity of the assoc.	70,697	-34,820
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Opening retained profit	1,217,618	1,252,438
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Net profit attributable to the assoc.	70,697	-34,820
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Closing retained profits	1,288,316	1,217,618
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Total Members Funds	1,288,316	1,217,618
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Progress against 2015-2020 Strategic Plan

Objective	Progress
1. Involve people with disabilities and people from disadvantaged backgrounds in Green Skills projects and activities	<p>Green Skills met its criteria for being a Public Benevolent Institution through a diverse range of opportunities.</p> <p>The Perth Office has been developing a new Ecojobs Residential initiative aimed at providing employment for people living with disability or disadvantage.</p> <p>The Denmark Office provided a range of participatory activities including the tip shop, art, women in leadership, and citizen science conservation awareness.</p> <p>The Albany Office participated in a range of casual employment and volunteer opportunities including Senior High School and Ag College workplace learning programs, the Secondary Education Support Centre and ACTIV.</p>
2. Build new partnerships and work with existing partners to deliver activities in training, project management and employment services	<p>Green Skills has maintained its existing partnerships with local governments, local and regional catchment groups, corporate industries and other not-for-profit and Friends Of Groups.</p> <p>We have built on those relationships to assist our clients and groups by delivering on activities in their projects, including on-ground natural resource management-based works, event facilitation and management, administration, research and assessment preparation.</p>
3. Ensure the long-term financial viability of Green Skills through the development of existing social enterprises and the establishment of new ones	<p>Green Skills Social Enterprises Ecojobs, The Albany Container Deposit Scheme depot in Albany, and the Denmark Tip Shop provided employment opportunities for people living with under-employment, disabilities and other disadvantages.</p> <p>Green Skills maintained its WALGA preferred supplier status throughout 2020. This contributed enormously to the financial stability of the Green Skills organisation.</p>
4. Seek funding to manage and develop practical projects that benefit our natural and social environment	<p>Green Skills delivered a range of activities, events and projects including:</p> <ul style="list-style-type: none">  Sustainable Living: incorporating waste avoidance  Weed Management: on-ground control and awareness raising  Art: linking people to their environment and culture  Planning: for future natural resource management-based activities  Leadership: for women in natural resource management  Fauna and flora conservation and awareness raising  Events that provide opportunity for small, micro and home-based businesses to trade, leading to social and financial sustainability benefits
5. Operate ethically, openly and effectively to ensure our long-term sustainability	<p>The Green Skills Board and all interested and available staff have focused on strategic planning through a series of workshops held online through 2020.</p> <p>The Board and Management Team also developed and oversaw the implementation of policies and procedures.</p>
1. Promote Green Skills to increase awareness of sustainability and Green Skills role in our communities	<p>All Green Skills offices have been active on Facebook and YouTube promoting not only Ecojobs, their own events but also information articles on weed and waste management, and sustainable living.</p> <p>The Green Skills Website is updated as required and a monthly newsletter is emailed to a distribution list of over 1000 recipients.</p> <p>Green Skills delivered numerous events throughout the year including the Sustainable Community Festival and Christmas Twilight Markets in Albany, workshops at the Denmark Community Garden, and waste-based workshops delivered through many local governments in the Perth Metro area. All of these serve to promote Green Skills and its sustainable mission.</p>

Carbon Offset Report

Green Skills Commitment

As part of our commitment to promising and demonstrating sustainability in action, Green Skills will offset our carbon emissions from our two main sources of emission creation in 2020 – transport and electricity consumption. Green Skills recognises that Carbon offsetting does not eliminate the need to live sustainably and is just one avenue to assist us to understand the impact of our activities. Green Skills undertakes significant remnant revegetation protection and revegetation works annually, which are significant carbon offset and of high biodiversity value. By offsetting Green Skills own carbon emissions, we will be further contributing to these long-term biodiversity protection outcomes.

2020 Carbon Offsetting Planting Activities

During 2020, 121 000 seedlings were planted across the Perth metropolitan and Great Southern region at various locations. This results in Green Skills operating as a carbon positive organisation.

In 2020, the carbon emissions from Green Skills electricity consumption and transport needs were 52 470 kg.

In 2020, Green Skills needed to plant 263 native trees, shrubs and reeds to offset our emissions. (This was calculated based on the following methodology that Native trees remove approximately 2.5 tonnes Carbon / ha / yr from the atmosphere, accumulating a maximum stock of around 500 tC/hectare. Assuming around 2,500 trees per ha for a forest of indigenous species this equates to a sink of 1kg C (0.001 tC) per tree each year. Over 200 years this accumulates to 0.2 tC per tree, thus 5 trees are needed to offset 1 tonne of emissions (the cumulative total).

Below is a summary of CO₂ emissions across the three Green Skills offices in 2020

Office	Motor Vehicles kms	Motor vehicles litres	Air Travel kms	Electricity units	Solar fed back into the grid	CO ₂ Emissions tonnes	Trees planted or direct seeding
Denmark	7000	875	0	500	0	6.12	55,000
Albany	22 340	2787	0	3015	4583	18.70	1000
Perth	26365	3 300	0	2100	0	22.57	65,000
Core	5679	454	392	1000	0	5.08	0
TOTALS	61,384	7,416	392	6,615	4583	52.47	121,000

Communications

WEBSITE

The Green Skills website is a representation of the diverse nature of Green Skills work. Updated photographs and descriptions along with a new search engine for resources presents the website as a platform that we can use more efficiently with the sharing of our social media, our current fieldwork, projects and happenings. The website creates new opportunities for community outreach and celebrates Green Skills success stories via interactive blogs, newsfeeds and online resources. <https://greenskills.org.au/>.

NEWSLETTER

The newsletter is a monthly e-news to our membership and newsletter subscribers. It is delivered from the mailchimp platform and meets all legal requirements with regards to sign-ups and subscription updates. The newsletter was originally delivered as Denmark Office news and in 2016/17, it grew to incorporate all Green Skills activities, projects and events. Each office is encouraged to submit some news to share in the newsletter keeping the newsletter interesting. The newsletter now includes snippets from the blog posts on the website. The newsletter will continue to be a key item in relationship building with clients, friends and supporters.

FACEBOOK PAGE

The Green Skills Facebook page was developed in 2012. The page has gradually gathered momentum as our project, on-ground work and event activities have increased. The page is nearing 3000 followers with some of our posts reaching nearly 20 000 people through sharing by our members, supporters and project partners.



Facebook has become a great promotional tool for events and information sharing for little or no cost. It is environmentally friendly with a minimal carbon footprint. We encourage our members to interact in promotions and conversations on our Facebook page or send us a message via messenger. Our response rate is usually within an hour.

Perth (Murdoch) Office Staff

OFFICE STAFF

Penne Kozlowski

Perth Manager BEng Metallurgy. With over fifteen years of industry experience, Penne has worked in a number of roles including process operations, research, projects, and risk management. She believes in that education can be used to empower people and after some time off to start a family, has been using her skills and experience to work in community science education. Believing that everyone has a responsibility to take care of the planet, Penne is currently undertaking her Master's in Sustainability to create practical solutions to preserve our environment.



Anna Thomas

Ecojobs Project Officer. Anna started working with Ecojobs in 2012 and in 2013 took on the Ecojobs administrative support role. Anna has a background in the travel and hospitality industries and has more recently undertaken studies in Conservation and Wildlife Biology. Anna is instrumental in assisting Kevin with Ecojobs coordination and the associated paperwork.



Ben Atkinson

Ecojobs Supervisor. BSc Env. Biology, Ben has been employed by Ecojobs since 2012 and is an experienced environmental field supervisor. Ben participates in the WSH committee. Ben has also worked as a field technician for the Department of Environment and Conservation, the Forest Products Commission, and the Dept. of Agriculture and Food.



Mystine Brown

Mystine has a Diploma in Environmental Monitoring and Technology. Winning the Whiteman Park Environmental Award for the most Outstanding Graduate in 2013 and again 2014, Mystine uses her knowledge undertaking weed removal, planting and natural resource management in the field. She has volunteered with Swan River Trust, Gngara Children's Ground Water Festival and Men of the Trees. In her time as an Ecojobs casual she has worked in a great variety of roles, including a stint covering a Natural Resource Managers Position in a local council.



Suriya Khan

Administration Assistant Suriya has a *Diploma of Legal Studies*. Prior to living in Perth, Suriya worked in Karratha WA as a site security/administration officer. She has a personal interest in sustainable living principles which she has been able to strengthen through her ongoing Bachelor of Laws & Bachelor of Arts (Community Development) degree.



Kevin Toovey

Ecojobs Project Manager. Diploma of Conservation and Land Management, Cert 4 in Training and Assessment, Cert 3 in Horticulture, Master tree grower. Kevin enjoys using his wide range of skills to manage and expand Ecojobs Environmental Personnel Agency, Green Skills' highly successful social enterprise. He has extensive experience in managing NRM projects and in operating an environmental labour hire enterprise. Kevin is also responsible for Green Skills WSH compliance & training delivery, tender preparation for metropolitan based Ecojobs tenders, and related financial & personnel management.



Aline Brion

Project Officer. BSc (Hons) in Biological Sciences & Environmental Science. Aline has experience in event coordination and managing environmental and sustainability projects for nature-based projects for people living with disability, energy efficiency assessment for local governments, sustainable living, community education and engagement.



Jan van der Walt

Ecojobs Supervisor. BSc in Env Science. Jan began casual employment with Ecojobs in 2014 and became a permanent employee in 2015. Jan is an experienced field supervisor and environmental officer with a particular interest in endangered fauna and flora. Jan is an experienced team leader and Ecojobs project manager. Jan has exceptional capabilities in doing GIS operation, erosion control, weed mapping and control, bush regeneration and WSH compliance.



Steven Spragg

Steven has a BSc in Conservation and Wildlife Biology and is a keen Ornithologist and wildlife photographer. He has experience in handling and trapping of reptiles, has participated in the restoration of natural areas in Thailand through the Khon Kaen University Ambassador Program and is currently enrolled in a Masters of Science. Steven has used his extensive knowledge and experience working on the Swan Coastal Plain and Darling Scarp to help him develop an extensive indigenous native garden in his backyard.



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Albany Office

OFFICE STAFF

Anne Sparrow

Albany Manager. Dip in Project Management. Cert 4 in Business, Management, Training and Assessment. Anne joined Green Skills in 2016. She currently manages the Albany office, seeks funding, oversees Ecojobs project delivery, coordinates events, meetings, produces reports, media and publications. Anne is a member of the Green Skills Management Team.



Rachel Pontin

Project Officer. BA in Fine Art at Curtin University. Rachel joined Green Skills in 2015 to take on the role of WSH officer, events, administration and media. She has a strong interest in sustainability and plastic free living. Rachel is also currently delivering Waste Management projects.



Mat Kirkman

Ecojobs Supervisor. After many years as a casual worker with Ecojobs, Mat became a permanent Ecojobs supervisor in 2009. He has led many teams on weed treatment work, trail maintenance and conservation-based construction projects. Mat also maintains and repairs vehicles, trailers and equipment. Mat also undertakes landscaping works for clients across Albany.



Jasmyn Kirkman

Payroll officer and Ecojobs Coordinator. Jasmyn has worked for Green Skills on Ecojobs teams for several years. At the end of 2016, Jasmyn took on part of the role of coordinator, entailing the allocation of works with suitably qualified staff, and client liaison with Mat. In 2018 she took on the Payroll Officer role and works from both the Albany and Denmark offices



Bernard de Bunnetat

Green Army Team Manager. Cert 4 CLM. Bernard became a permanent staff member in 2012. He worked with Ecojobs as a Supervisor until 2015 when he took on launching the first Green Army Albany team. He is currently an Ecojobs supervisor specialising in Sydney Golden Wattle control across the Great Southern region.



David McNamara

Project Manager. David joined Green Skills in 1997. He supervised the delivery of 11 Green Corp teams. As David transitions to retirement, he continues to develop new partnerships, provide advice and deliver project work on conservation activities, trail design and construction in addition to the Albany Office garden activities.



Kate Ryan-Taylor

Container Deposit Scheme Coordinator. Diploma of Management and Cert IV Training and Assessment. Kate is running the Green Skills Albany Container Deposit Scheme at 93 Stead Road in Albany. Kate has been involved in many community and business management roles.



Kendal Halsell

Trainee. Kendal joined Green Skills as a pollinator of Bluegum Trees in 2019. In her second season, she rose to Crew leader at the seed orchard. During 2020 Kendal stepped into assisting with office duties and assisting with setting up the Container Deposit Scheme Depot. She took on a Cert 2 in Business traineeship to increase her admin skills.



Anna Flemming

Trainee. Anna is the youngest member of the Green Skills Albany team. She started as casual at the Container Deposit Scheme Depot on Stead Rd during 2020. Anna is currently undertaking a Cert 2 in retail and has become a key staff member of the depot being able to open and close the depot, manage some admin duties and train other new staff.



Laura Bird

Project Officer Laura, upon resigning as the Green Skills State Manager, assisted with the investigation and subsequent development of the Container Deposit Scheme depot in Albany. Previously she has delivered the Living Smart course at Great Southern Institute of Technology. She continues to research and coordinate sustainability driven projects.



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Denmark Office

OFFICE STAFF

Helen Heydenrych

Denmark Manager. MSc in Marine Biology, MPhil in Env Mgt. Helen has 20 years' experience working in NRM for community organisations and government. She also has wide experience in scientific research, project development and on-ground project delivery. Helen has been working part time managing the Denmark office since August 2015, participating in the WSH committee and undertaking project development. She is a member of the Management Team.



Louise Duxbury

Project Manager. BA (Hons), PhD. Louise was involved in establishing Green Skills in 1989. Louise's work includes behaviour change programs in energy and water, arts/environment projects, university field trips, community engagement in NRM and project development. She represents Green Skills on several significant panels and boards for South Coast NRM, the Shire of Denmark and other groups and agencies.



Nicole Robinson

Finance Manager. BComm.

Nicole has 20 years' experience in Accounting and Finance, she joined Green Skills in August 2018 on a part-time basis. Her organisation-wide role of managing Green Skills finances is delivered from the Denmark office.



Basil Schur

Project Manager. MA (Murdoch), Grad Dip Education (Murdoch), Dip of Comm. Sci (Murdoch), BSc (ANU). Basil was involved in establishing Green Skills in 1989. He runs a wide range of project areas including wetlands, biodiversity, farm forestry ecotourism, community arts and renewable energy.



Anita Cottle

Anita has lived in Denmark for most of her life, and working at the Denmark Tip Shop is her passion. She enjoys seeing what Green Skills does for the Denmark community and how we help people to divert good items back into the community from landfill and other waste streams. She appreciates that the Tip Shop is more than just a waste diversion opportunity for the community but is also a place of social benefit to all sectors of the Denmark community.



Angela (Angie) Young

Angie became a permanent staff member for Green Skills at the Denmark Tip Shop in June 2020 after being a volunteer and a casual for since 2018. Angie brings her passion and drive to the Tip Shop team, now with employment security as a permanent. Angie is highly driven and passionate and hopes she will be able to continue as one of the Denmark Green Skills team for some years to come.



Gareth (Gus) Stoakes

Gus has extensive experience in hands-on practical activities, and he loves fixing things and re-purposing useful "stuff". Being a builder with a good knowledge of "how stuff works", Gus is an essential member of our Denmark Tip Shop team, doing our tag and testing of electrical goods, machinery maintenance and constructing the Tip Shop's storage spaces.

Gus gets satisfaction in finding uses for items otherwise considered junk or rubbish, re-purposing goods for re-use and encouraging others to do this at the Denmark Tip Shop



Noelene Berndt

Noelene has lived in Denmark for 12 years and joined the Denmark Tip Shop crew as a permanent staff in December 2020 after doing volunteering and casual shifts at the Tip Shop. Noelene has been an antique collector for 30yrs and she is now also following her artistic path. Noelene's previous work experience included working with youth with acquired brain injuries in high care, but she has decided to make a move to slow down a bit! The Denmark Tip Shop is her main drive now and a great inspiration for all aspects of recycling and junk art. She loves working there and enjoys interacting with customers.



James Gentle

James is committed to the reduction of land fill and the reuse, recycling or upcycling of everyday items. James, a lateral thinker, actively promotes the Tip Shop through creative art projects in connection with community groups



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Perth Office Report

In 2020, Perth Ecojobs continued with their excellent field work completing nearly 32,000 hours of planting, weeding, mulching, watering and maintaining natural areas sites throughout the Perth metropolitan area. This was slightly less than 2019 but still an enormous effort to help keep our environment in good shape. Whilst Ecojobs were still relatively busy, things needed to be done slightly differently due to COVID-19 in 2020. Staff had to travel in separate vehicles and tools had to be thoroughly cleaned prior and at the end of each shift to minimise the risk of infection.

Permanent staff, Jan van der Walt, Anna Thomas, Ben Atkinson and Kevin Toovey continued in their roles throughout 2020. In January Steven Spragg and Mystine Brown had their contracts renewed as full-time staff. Steven and Mystine were offered permanent positions at the end of 2020. Both have worked as casuals with Ecojobs for several years and we are glad to have them on board again.

In 2020, Green Skills Ecojobs continued the Western Australian Local Government (WALGA) Preferred Supplier contract for the Parks and Gardens Services which has now been extended until 2025. The new panel will help Green Skills/Ecojobs cover all local government client's requirements that engage our services. 50% of our income goes through the WALGA preferred supplier contracts. During 2020 we had staff at eight different City councils through the WALGA temporary personnel contract. We also supplied parks and garden services to nine different City councils through the second WALGA contract.

A few feature jobs for 2020 are given below. A feature job that started in January was the re-scaping project at Bodkin Living Stream in South Perth. A wild and untamed living stream was to be turned into something more user friendly for the community which required the replacement of tall growing shrubs with lower growing ones, the under pruning of trees and revegetating bare areas with low growing ground cover species. This would be a showcase to get community support to turn a barren and boring section of the stream further up into something that can both be enjoyed by the community as well as providing habitat for the abundant of wetland species that reside in the area.

February and March are generally quieter months; however, we undertook woody weed control at City of Joondalup as well as removing cottonbush in Serpentine National Park for DBCA. In April we undertook chemical weed control for couch grass and other broadleaf weeds in preparation for planting season in the dunes at Cottesloe. This is the fourth year we have been involved in Town of Cottesloe's dune rehabilitation program.

During May we also did some chemical weed control for planting preparation in Seville Grove as part of Armadale Gosnells Landcare Group's revegetation project on the Southern River. Later in May planting works commenced in the City of South Perth, soon followed by Cities of Canning and Cockburn. The work continued until the end of July. Late winter and throughout spring there were plenty of hand weeding work to keep staff busy in bushland, wetlands, revegetated areas and in parks and gardens. Chemical weed control work also kicked off for City of Cockburn, City of South Perth, City of Canning and Town of Cottesloe. Ecojobs also have several reserve and revegetation maintenance contracts that were tendered for in the previous years that were continuing during 2020. These contracts involve regular maintenance work such as weed control, track pruning, fuel load reduction and litter pick up. The contracts are with City of Cockburn, City of Stirling, City of South Perth and the City of Nedlands.

Other work in 2020 included the yearly mine site weed control at Extension Hill in the Mid-West, fuel load reduction works, landscaping, laying of weed suppression matting, grass tree trimming, Typha and cottonbush control, pond cleaning, seed collection, litter removal, tree



Stephen Spragg greenstock maintenance Roe 8



Josh greenstock maintenance Roe 8



Jan and Perri laying erosion matting in Cockburn



Mystine and Mitch laying rocks for water control at Kalamunda

watering, nursery work and erosion control. State government agencies the Department of Planning Lands and Heritage and the Department of Biodiversity Conservation and Attractions continue to support Ecojobs with bushland maintenance works. In 2020 Ecojobs also maintained its work alongside local community groups to help with their new and ongoing projects including Wilson Wetlands Action Group, Friends of Lake Claremont, Cockburn Wetlands Centre, The Lower Helena Association, Armadale Gosnells Landcare Group, Canning River Regional Park Volunteers and Friends of Forrestdale.

During 2020, Green Skills/Ecojobs provided paid work to over 50 staff that are mostly TAFE and University students looking for work in an industry related to their studies. Many casual staff moved on to full time work with local government, state government, private enterprise and environmental agencies as a result of their work through Green Skills/Ecojobs. Selected Green Skills staff continued with training for chainsaw, chemical and traffic management accreditation to further enhance the level of service that Green Skills/Ecojobs provides to clients and staff.

With a slightly lower income of \$1.552 million for the year, Ecojobs still returned a good surplus and great outcomes for the environment and all staff.



Jodi cutting down Giant Arundo

Projects: Perth Office

CLOTH NAPPIES IN REGIONAL HOSPITALS

Location:	Perth – Regional Hospitals
Duration:	March-Dec 2020
Funding body:	Waste Authority WA
Groups assisted:	Regional Antenatal Services
People engaged:	New families in regional WA
Key staff:	Penne

Project Description:

The Cloth Nappy Project provides Cloth Nappy Demonstration Kits for regional Antenatal Clinics so they can incorporate them into antenatal classes. This gives new families the opportunity to compare cloth nappies to disposable nappies. The Covid-19 Pandemic changed the way that antenatal education was delivered, and classes went online. To support the antenatal staff, a Cloth Nappy Video series was made to show new families how to use the different types of cloth nappies. These short videos are a valuable resource that can be shared with family, friends and childcare workers who have roles in looking after the babies.

Cloth Nappy Demonstration kits were provided to 14 antenatal education providers in regional Western Australia from hospitals, private practice, and midwifery providers. One family per class choosing to use cloth nappies with approximately 8 classes per year from 14 antenatal services, it is estimated that 224 tonnes of waste is prevented from entering landfill in regional WA.



Cloth Nappy demonstrations and hands-on workshop participants



Cloth Nappy Babies all ready to go to workshops

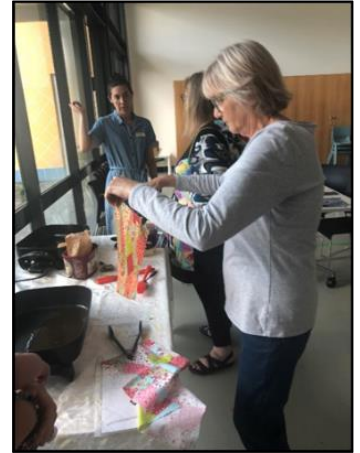
Achievements/ highlights:	The creation of The Cloth Nappy video series on YouTube due to classes going online is now a resource that can be shared outside of the project. This has been very well received by parents as a resource that they can share with family and friends who also help care for their baby.
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WAX WRAP WORKSHOPS

Location:	Perth
Duration:	1 Workshop
Funding body:	City of Melville
Project Partners:	City of Melville
People engaged:	Community Members
Key staff:	Penne

Project Description:

Green Skills facilitated a Wax Wrap Workshop for the City of Melville to encourage residents to reduce waste to landfill. Participants were shown two methods of making wax wraps and had the opportunity to make both themselves and take them home.



Highlights:	The majority of participants were retirees which is extremely encouraging to see that everyone is able to make a difference. Many of the participants purchased kits to take home and make more wax wraps.
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HONEYWOOD LOCAL MARKET

Location:	Perth
Duration:	6 December 2020
Funding body:	Green Skills Inc.
Stakeholders/ groups assisted:	Honeywood Local Farmers market
People engaged/ attending	Local Community
Key staff:	Suriya & Penne



Project Description:

A Make Your Own Please bath and cleaning products stall was held at the Honeywood Local Farmers Market. Participants could make body scrub, bath soak, toilet cleaners and cleaning spray. The community was encouraged to make their own from basic kitchen items and to use re-cycled containers to store them. Hessian coffee sacks were upcycled into gift wrap for participants to use.

Eco- friendly Toilet Cleaning Bomb



INGREDIENTS

- 1 cup baking soda
- 1/4 cup citric acid
- 1 tablespoon liquid soap
- 30 drops essential oils
- Bath bomb molds or silicone molds
- Spray bottle

INSTRUCTIONS

1. Mix the baking soda and citric acid together in a mixing bowl and stir well.
2. Add essential oils in the bowl and mix well.
3. Pour the liquid soap into a spray bottle and mist the powder mixture with it. You want to get the mixture wet enough that it holds together when you squeeze it together, but not soaked.
4. Press the mixture into a small bath bomb or silicone mold.
5. Allow the mixture to completely dry overnight for a minimum of 12 hours.
6. Pop the toilet cleaning bomb out of the mold and store in an airtight container or bag.

Eco- friendly Bathroom Spray



INGREDIENTS

- 600 ml vinegar
- 1/2 tablespoon liquid soap
- 4-5 drops essential oils
- Spray bottle

INSTRUCTIONS

1. Mix ingredients together and funnel into spray bottles

Highlights:	The Local Farmers Market is very popular and had an attendance of 2000 community members. Participants were very happy that we also shared our recipes so they could continue to be sustainable at home.
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Albany Office Report

During the unprecedented times of 2020, Albany Office successfully managed to navigate a series of challenges in keeping Ecojobs, projects and events running whilst remaining compliant to COVID19 restrictions. Everything just took a lot longer to do. Group activities ceased, this included group inductions, car-pooling, meetings, tool box talks and more. Despite this, Albany Office managed to maintain most staff capacity, employ additional staff within projects, initiate new projects, retain and service clients, and build business leads for 2021.

Albany Office also took part in whole of organisation Strategic Planning with the Green Skills Board.

Ecojobs

Our relationship with the City of Albany continued with many weed management, fire mitigation and conservation construction works completed. The COVID 19 lockdown of March/April meant that more people were engaged in doing recreation activities, in isolation groups, which lead to the inevitable management and maintenance of public access measures including trails, car parks, and signage. Both long-term permanent staff Mat Kirkman and Bernard de Bunnetat delivered a range of services, including the following:

-  Luke Pen steps
-  Woody weed management in bush and town reserves
-  Fire gate audit, construction and installation
-  Signage installation

We continued our labour hire arrangement with Australian Bluegum Plantations to supply casual staff for pollinating Tasmanian Bluegum trees at the Seed Orchard. We have been fortunate to have returning casual staff in recent years. Returning staff have also been retained in other employment opportunities within Green Skills.

Albany Ecojobs also services the Main Roads Albany Office grounds landscaping in addition to numerous smaller clients for gardening, fire mitigation, litter pickups, coastal erosion management and weed management.

Projects

Albany Office continued to deliver sustainable living workshops with partner support including the F Project delivering workshops and events including a Maker Market, Pre-Fogo Survey and a Community Wash Trailer.

Albany Office delivered two significant weed projects. These are a Great Southern regional Sydney Golden Wattle project focussed on-ground and community engagement project funded by State NRM and a Woody Weeds project funded by Rick Wilsons Office. Weed control was promoted as an exercise during COVID19 isolation and physical distancing restrictions.

Albany Office initiated and established a depot for Containers for Change. This long-term project lead by Laura Bird and Kate Ryan-Taylor, will reap benefits not only for waste reduction and litter prevention but also provide first entry into employment opportunities for juniors, the disadvantaged, disabled and many other job seekers.

Whilst in consideration of COVID19 restrictions, we still managed other waste reduction initiatives including Terracycling for coffee pods, oral care and pens, toilet paper inners, egg cartons and a Food is Free Cart. The ACEDC was a bit quieter as can be expected during the restrictions of 2020 but opportunities did arise for external organisation to deliver their programs using the room, including Headspace and AYSA. Who Gives a Crap paper products is still sold by the Albany Office and encountered its own restrictions in sales over the COVID19 perceived shortages.

Events

Despite COVID19 restrictions, Green Skills managed to deliver two larger, well attended community events in partnership with the City of Albany. These were the Sustainable Community Festival and the Christmas Twilight Markets. The 2020 Sustainable Community Festival was cancelled in March and finally held in September. This was the first public event for Albany after restrictions were lifted and managed crowd restrictions, hand sanitisation and other COVID19 compliance planning and implementation actions.



*Supervisor Mat Kirkman building
Goode Beach steps*



*Supervisor Mat Kirkman working atop the new
razorback weed manager*



Albany Office staff Christmas dinner



*Secondary Education Support Centre awards
breakfast with Anne and Bernard*

Projects: Albany Office

SYDNEY GOLDEN WATTLE: A COLLABORATION

Location:	Albany
Duration:	2020-2022
Funding body:	State NRM
Project Partners	Multiple local governments, DBCA, Water Corp, Main Roads, TAFE, Local community groups
Stakeholders/ groups assisted:	Albany Port Authority, Southern Regional TAFE, City of Albany
People engaged	110 busy bee attendees
Key staff:	Bernard De Bunnetat, Trudy Clarke, Tyson Banham



Bernard with chainsaw on Sydney Golden Wattle

Project Description:

Management of Sydney Golden Wattle has been a focus project of Green Skills for the past 5 years. We had an erratic first year of this year's project with many delays and stoppages due to Covid19. However, we have had good engagement with community groups and schools to promote the project. Busy bees were very successful with 110 volunteers attending the 8 events. Project media promotion has been good even though we missed the Albany show. We provided work experience opportunity for a student from the Secondary Education Centre. Looking forward to continuing the work in 2021.

Highlights:	Successful busy bees. We had very enthusiastic volunteers who helped us remove heaps of wattle.
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DEPT OF COMMUNITIES: SUPPORTING COMMUNITY GROUPS TO MANAGE PRIORITY WEEDS

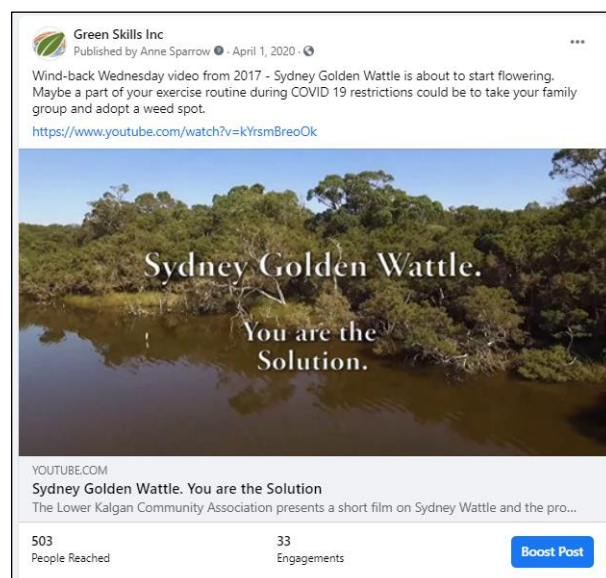
Location:	Albany
Duration:	2020
Funding body:	Rick Wilson's Office
Project Partners	Little Grove Weed Action group, Great Southern Country Music Association, Lowlands Coastal Group
Groups assisted:	Volunteers
People engaged	50
Key staff:	Bernard De Bunnetat, Mat Kirkman

Project Description

This project worked across land tenure with volunteers to reduce the impact of priority weeds into public reserves to protect our endemic flora. The Little Grove Weed Action Group Lowlands Coastal Group and the Albany Country Music Club are all volunteer groups trying to reduce weed infestations on properties near or adjacent to public reserves. The Little Grove Weed Action and Lowlands Coastal Group is focussed on keeping priority weeds out of the Torndirrup National Park and Coastal Reserves. Their works build on previously funded state and federally funded projects by undertaking follow up monitoring and manual weeding of any new emerging weeds.

The Albany Country Music club are an aging group of members who have recognised suspected priority weeds on their property. The site was surveyed, assessed and treated. The aging group members provided catering and will conduct follow-up monitoring and manual removal of any re-emerging weeds.

Ecojobs and City of Albany staff eradicating woody weed site near Lake Seppings



THE F PROJECT: FASHIONISTAS, FARMS, FESTIVALS, FERMENTING & FORGOTTEN SKILLS

Location:	Great Southern Region
Duration:	15 months
Funding body:	Waste Authority of WA
Project Partners	City of Albany, Youth Advisory Council, Albany Youth Support Association, Cranbrook Primary School, Denmark CRC, Walpole CRC, Ongerup CRC, Boyup Brook CRC
Groups assisted:	Students, regional towns, local small businesses, youth
People engaged	1000
Key staff:	Rachel Pontin

Project Description:

Rachel Pontin delivered this project out of the Albany office in the towns of Albany, Denmark, Walpole, Cranbrook, Boyup Brook and Ongerup. The plan was a year-long project of events in 2020 but Covid-19 interrupted in March so the timeframe has been extended into 2021.

Activities so far include the Sustainable Community Festival (in September instead of March), a launch party for Plastic Free July with 100 free starter kits distributed, 8 Refashion Sessions to upcycle discarded clothing, Albany's first Maker Market, another Slow Fashion Festival and lots of workshops including bath bombs, reusing plastic, sustainable Christmas and sourdough bread making. Participants sewed 33 reusable pouches for injured wildlife in the January 2020 Refashion Session.

As well as face-to-face events, Rachel created several lesson packs that are available on the Green Skills website for waste education including a bin audit and fabric reusable.



Rachel conducting a workshop in the Albany Public Library



Packaging free bath bomb making

Achievements	27 volunteers, 33 workshops, 6 towns, part of 6 festivals
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TERRACYCLING AND NESPRESSO

2020 saw the continuation of the Terracycle programs that the Albany office participates in, coffee pods, pens and oral care. The Albany community has really upped and taken Terracycling on board since we started the program in 2017. Rachel provides tuition and guidance and has many conversations throughout the year with people who come past the office to drop off their recycles. They often leave with a free zucchini, choko or lemon from the foodisfree cart! In 2020, the Albany office sent 2526 pieces of waste to Terracycle for recycling.

Highlight	In total, Albany office has saved 71945 coffee pods, oral care and beauty product containers saved from landfill with Terracycle and Nespresso programs
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A selection of the Who Gives a Crap range

WHO GIVES A CRAP

Green Skills Albany has been a local supplier of Who Gives a Crap toilet paper, tissues and kitchen towel products to the south coast region since 2016. They make 100% recycled toilet paper and premium bamboo toilet paper and donate 50% of profits to build toilets in the developing world. 2.3 billion people across the world don't have access to a toilet. That's roughly 40% of the global population and means that around 289,000 children under five die every year from diarrhoeal diseases caused by poor water and sanitation. That's almost 800 children per day, or one child every two minutes.

SUSTAINABLE COMMUNITY FESTIVAL

Location:	Albany Town Square
Duration:	26th September 2020
Funding body:	City of Albany, Green Skills and self-supporting
Project Partners	Lotterywest, Bendigo Bank Albany and the City of Albany. Southern Ports, Regional Development Group Great Southern and Denmark Community Wind Farm
Groups assisted:	Small and Micro Businesses
People attending	2500
Key staff:	Anne Sparrow, Rachel Pontin

Project Description

The 2020 Sustainable Community Festival was shaping up to be the biggest to date. With 80 stall sites booked, the event had expanded outside the Town Square to encompass the adjacent Alison Hartman Gardens.

The Festival Committee had formed two additional, strategic, and mutually beneficial collaborations with the Food for Thought Festival coordinated with Evelyn Collins and the City of Albany Street West Festival. This collaboration enabled the sharing of resources to create a bigger regional event that was anticipating an attendance up to 10 000 people. Then with 5 days to go the world changed with COVID19. The event was put on hold. Speakers were stranded in airports all over the world. All arrangement had to be undone and negotiations initiated in an effort to forward plan and re-schedule.

The 2020 Festival was the first public event in the Albany Town Square to take place since the COVID19 restrictions were introduced. It is estimated that between 2500-3000 people enjoyed the sun at the Green Skills 2020 Sustainable Community Festival on the Saturday. Patrons were treated to music throughout the day, a wide array of workshops in the talk tent, fantastic food and 30+ stalls showcasing the best in local crafts, local food, community group information and sustainable living practices and waste avoidance from across the region.



City of Albany Keira Stephens with event coordinator Anne Sparrow



Sustainable Community Festival attendees

Achievements	Having the first COVID19 compliant, successful, public community event after restrictions were eased resulting in no community spread of the virus.
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CHRISTMAS TWILIGHT MARKETS

Project Description

Location:	Albany Town Square
Duration:	4 th and 5 th December 2020
Funding body:	City of Albany, Green Skills and self-supporting
Project Partners	City of Albany
Stakeholders	Small and Micro Businesses
People attending	12 000
Key staff:	Anne Sparrow

This has become an annual event providing opportunity for micro-businesses to trade in peak pre-shopping Christmas period giving them income, sustainability and self-employment. Given changes in the world during 2020, the market showcased products from 80 Great Southern regional stallholders including food vendors. The City of Albany static pageant provided opportunity for some of our performers to expand onto York St. It was a great adaption to manage crowds during this time of pandemic restrictions.



Pop Up Bar and food vendors next to the newly opened town hall.

Achievements	Providing a trading opportunity for over 80 small and micro businesses Over 10 000 people attended over the two nights. Fantastic feedback was received.
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CONTAINER DEPOSIT SCHEME

Location:	93 Stead Rd Albany
Duration:	October 2020 onwards
Funding body:	Self supporting
Project Partners	WARRL
Stakeholders/ groups assisted:	Albany Special Education Support Centre, Volunteers, RePay, APM, WorkLinkWA, Forrest Personnel, AtWork Australia
People engaged/ attending	26 part time and casual employees
Key staff:	Kate Ryan-Taylor, Laura Bird, Kendall Halsell, Anna Flemming



Left to right: Trainees Kendal and Anna, Team Leader Bec and junior staff member Tom.
Photo credit: Deanne Corrierri

Project Description

The Container Deposit Scheme (CDS) opened on the 1st October 2020 after 3 months of development and initial set-up. We have an amazing culture here at the CDS that really encompasses everything Green Skills is about including diversity, sustainability, preventing litter into the environment and making a positive impact in people's lives. It is fast paced and not always the easiest of jobs but we have a really great team.

Every staff member helps to grow the CDS – knowing that they can grow their own role by helping more containers to come in. Everyone knows that we are part of “something even bigger” and we have a team who is willing and able to help out in other roles & projects within Green Skills.

The change we make here is not just about containers. It is also about people. In the workforce - we are helping people to make changes within themselves, work with others, build confidence, build skills & build opportunity. Through payment for containers – we are helping people who otherwise struggle to gain an income – feed themselves, clothe themselves.

Plans for expansion include picking up multiple regional “Bag Drop” points as the Authorised Refund Point Operator where the containers will come back to the Albany depot for processing. These sites include · Mt Barker, Kendenup and Porongurup.

Other and Upcoming Recycling Ventures

By expanding the recyclable options on-site we are making it easier for people to recycle more materials including: Albany Scrap Metal (we have a skip bin on site), Terracycle & Nescafe – Coffee Pods, Lids for Kids, Bread Tags and more.

Achievements	Providing employment opportunities for 26 diverse people including youth, disadvantaged, people struggling with mental illnesses and more.
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CITY OF ALBANY FOGO SURVEY

This project surveyed the public face to face and online on their understanding of the various recycling opportunities around Albany. Green Skills designed and implemented a survey to investigate the bin habits of Albany residents in the lead-up to the FOGO (Food Organics, Garden Organics) bin roll-out in 2021.



CITY OF ALBANY WASTE WORKSHOPS

The City of Albany provided funding for Green Skills to run a series of free or low-cost community waste reduction workshops that result in less waste into landfill. Green Skills ran four workshops including, soap making for beginners, soap making for intermediates, home-made beauty products, wax wraps and bath bombs.

PROUDLOVE PARADE MARKETS

Location:	Proudlove Parade, Albany
Duration:	January 2020
Funding body:	Proudlove Parade Town Team, Self supporting
Project Partners	City of Albany, Albany Chamber of Commerce and Industry
Stakeholder	Small and Micro Businesses
People engaged	2400
Key staff:	Anne Sparrow



Proudlove Parade Market site

Project Description

This project was a collaboration project with the Proudlove Parade Town Team, Albany Chamber of Commerce and Industry held over 3 weeks in January 2020. The market were held on a Thursday night in an effort to activate lower York St and Proudlove Parade and provide trade opportunity for small and microbusinesses during the summer holiday period. With a 6 week lead in the project, we had great support from the City of Albany with planning, advice and logistical support when the event changed land tenure due to windy weather. The venue was beautiful but not large enough for a market to be sustainable.

Lessons learned	As beautiful as this event was, the limitations of the venue meant the event was not sustainable. However, it was a great trial of a Thursday night event and community demand was great during this summer period.
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ALBANY COMMUNITY ENTERPRISE DEVELOPMENT CENTRE

Location:	38 Graham St, Albany
Duration:	Ongoing
Funding body:	Self supporting

Project Description

The impact of COVID19 restrictions was felt by the ACEDC. The lockdown period and subsequent limitations of people gathering in one spot certainly reduced the number of activities held.

Before and after the lockdown, the Albany Community Enterprise Development Centre (ACEDC) hosted a huge array of events throughout 2020. Renovations by the Albany Youth Support Association saw them needing a temporary base for their youth engagement programs after the lockdown. We also provided an array of workshop facilitators for activities to engage young people in interesting and meaningful activities.

Overall, The ACEDC hosted a wide array of well attended in-house coordinated sustainability workshops and outside coordinated events. These have included:

- 🌱 Albany Community Environment Centre meetings and AGM
- 🌱 Headspace Good Food Good Moods nutrition program
- 🌱 Refashion Sessions monthly
- 🌱 Soap making and beauty products workshops
- 🌱 Zero Waste Scarecrow making workshop
- 🌱 O'Connor Greens Climate Change meetings
- 🌱 Bees wax wrap workshops.
- 🌱 Torbay Catchment Group meetings
- 🌱 Great Southern Feral Cat Project meeting
- 🌱 AYSA Outreach youth connection sessions
- 🌱 Pottery
- 🌱 Art
- 🌱 Limoncello making workshop
- 🌱 Zero waste scarecrow making



Zero waste scarecrow making workshop with Kristy Mc Mullin

FOOD IS FREE CART

Throughout 2020, excess produce from our own office, staff and the general public gardens are donated to the Food is Free cart at the front of the Albany office. The cart is available to all members of the public and there is rarely anything left. Any produce left at the end of the week is preserved by staff or will be delivered to in-need groups and other Food is Free carts around town.

Denmark Office

The Denmark Office has had a steady and productive 2020, despite the disturbance caused to normal work routines and workshop delivery by the COVID19 concerns and Government directives, including the closure of the Denmark Tip Shop for 3 months.

Numerous Green Skills projects and activities have continued to be run successfully from the Denmark Office in 2020, our senior project staff working around the COVID19 interruptions and closures. The Denmark Office successfully secured grant funding to continue to coordinate and provide workshops at the Denmark Community Garden, and to undertake upgrades to the shed flooring and car park at the Tip Shop. The Denmark Office also secured funding for ongoing excellent conservation work and running of citizen science workshops at Balijup, additionally working with the Denmark Mens Shed to build nest boxes for native fauna in the Balijup Fauna Sanctuary.

The Denmark project staff worked with the Green Skills Board of Management to take a new leap into landscape conservation and eco-restoration, with the purchase of the Tootanellup property, near Frankland. Another successful project involving consultation appointment with DWER was scoping community values associated with the Wilson Inlet, to contribute to the Wilson Inlet Water Quality Improvement Plan.

A major focus for office management in 2020 was on the safety, financing and wellbeing of staff and providing input into the revision of the Green Skills Strategic Plan and identification of innovative Green Skills opportunities as an organisation for the next 5 years.

The Denmark Office welcomed new staff and casuals at the Tip Shop and Jacqui Foster as our Denmark fundraising project manager.

The Green Skills Denmark office located on the lower level of the Denmark Environment Centre building at 35 Strickland Street, Denmark. The office will continue to be located in the lower building of the Denmark Environment Centre for 2021-2024, this location provides a great central location for the community to access Green Skills as required, and we hope that 2021 is a steadier year than 2020.



Denmark Office, rear of the Denmark Environment Centre



Tootanellup property acquisition fundraiser opportunity

Projects: Denmark Office

SOUTH COAST COMMUNITY ART PROGRAM

Location:	South Coast, Ongerup, Albany, Cranbrook, Katanning, Perth
Duration:	Jan to December 2019
Funding body:	Variety of projects and volunteers
Project Partners	Local artists, Lotterywest, Shire of Katanning, Eugene and Errol Eades, Friends of Nowanup, WA Landcare Network, Gondwana Link, WA Government's State Natural Resource Management Program, and Lotterywest
Stakeholders	South Coast residents and artists
Key staff:	Basil Shur

Project Description

Green Skills arranged for the Gondwana Connections art and photographic exhibition to be displayed in Albany, Ongerup and Perth in 2020. A highlight was having this exhibition shown at the Yongernow Centre with input from Noongar elders Aunty Carol Pettersen and Uncle Eugene Eades.



Carol Pettersen explains art displays to the group gathered at the exhibition

TOOTANELLUP CONSERVATION PROPERTY ACQUISITION

Location	Perillup, Great Southern WA
Start/finish date	October 2020
Funding body	Green Skills and private donors
Project partners	Carbon Positive Australia, Gondwana Link, Birdlife Western Australia, and others
Stakeholders	Nowanup Rangers
Key staff	Basil Schur and BOM

Project description

Tootanellup Eco-Restoration: A big step for conservation In October 2020 Green Skills acquired a special property for eco-restoration as part of Gondwana Link. Tootanellup is a fifty hectare rural property strategically located between wetland and nature reserves west of Mount Barker in WA's south west. Green Skills has advanced the funds needed to secure the property and is starting to roll out a fundraising campaign for this exciting long-term project.

Background information and a donation form can be found here: <https://drive.google.com/.../1wr1aUoTtAKRSeq1MaHT.../view...>

Green Skills has also worked with film makers Mike Hemmings and Joe Pearce to make two YouTube videos about Tootanellup which can be found at: <https://www.youtube.com/watch?v=orDE4DPGE5g> and <https://www.youtube.com/watch?v=ihzr2GwHXo4>

Green Skills is partnering with Carbon Positive Australia to revegetate 25 ha of the property in 2021.



Nowanup Ranger collects seeds from the native plants on Tootanellup for future revegetation works



Project supporters and donors visit the Tootanellup project with Basil Schur in December 2020

Highlights	A huge step forward for Green Skills in acquiring this property for conservation. Donations have already been received towards the long-term outcomes of the Tootanellup conservation and eco-restoration initiative.
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PARTICIPATION IN WA WETLAND CONFERENCE 2020

Location:	Lake Monger, Perth WA
Duration:	Feb 2020
Funding body:	Variety of projects and volunteers
Project Partners	WA Wetland Society and Cockburn Wetland Centre
Groups assisted:	South Coast residents and artists
People engaged/attending	
Key staff:	Basil Shur



WA Wetland Conference delegates with Gondwana Connections Art Exhibition on the walls of the auditorium

Project Description

Presentation about the Green Skills Gondwana Wetland program and its links to cultural and eco art projects.

Highlights	Great opportunity to showcase the Gondwana Connections artworks to a WA audience and the work that Green Skills is doing in maintaining a focus on wetland conservation in the Great Southern.
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GONDWANA LINK- ECO-RESTORATION, BIODIVERSITY CONSERVATION & COMMUNITY EDUCATION

Location:	Denmark
Duration:	Ongoing
Funding body:	Self-supporting, Green Skills sustainability fund,
Project Partners	Community groups, WA College of Agriculture (Denmark)
Stakeholders/ groups assisted:	Part of the Gondwana Link Forests to Stirling Conservation Action Plan
People engaged/ attending	
Key staff:	Basil Shur,



Friends of Nowanup Camp meeting October 2020

Project description

Green Skills Eco-restoration and Biodiversity projects form part of the broader Gondwana Link program. The projects aim to promote and implement biodiversity, wetland and eco-restoration as part of Gondwana Link. The project builds planning for bushland conservation through surveys, mapping and reports.

A focus this year has been projects in support of Mallee-fowl, Hooded Plover and other shore and wetland bird species. In 2020 a range of projects on bush-land fencing, wetland restoration, strategic planning, and a program of workshops and community events were undertaken.

An example of eco-restoration planning is provided at <https://greenskills.org.au/download/lakes-and-bushland-survey-bella-vista-farm-report-26-may-2020/>. A Wetland bio-blitz was held at Muddellup Lagoon area, Frankland and Janicke Environmental Investigations (<https://greenskills.org.au/wp-content/uploads/2020/04/Waterbirds-and-Four-Upper-Kent-Wetlands-A-Snap-shot-ecological-investigation-March-2020.pdf>)



Stuart Hocking, farmer, with Bill Thompson on 2 year old revegetation eco-link at Glendavale

Highlight	This project forms part of an iconic landscape scale conservation project gaining an international reputation Stakeholder participation and interest and individual projects to assist in landscape scale conservation in a biodiversity hotspot.
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SANCTUARY

Location:	Denmark
Duration:	Ongoing
Funding body:	Income from event use during the year
Project Partners	Spirit of Play Community School, local groups, Denmark Senior High School
Stakeholders/ groups assisted:	A variety of community & education groups and others utilising it as a quality, nature-based and peaceful venue
People engaged/ attending	
Key staff:	Basil Schur, Denmark Administration staff



Doors being fitted onto the Sanctuary

Project Description

The "Peace Sanctuary" is managed by Green Skills as a unique cultural and education venue in Denmark. It also includes a Gondwana Garden and sculpture collection. It is a valued community resource for a peaceful and nature-based venue for holding cultural, community and group activities.

Highlights	Although affected for a few months in 2020 by Covid19 community event closures, a range of valuable community arts and other events were held through the year, and repairs to the sanctuary were undertaken - see website: http://sanctuarydenmark.wordpress.com
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BALIJUP FAUNA SANCTUARY

Duration:	Ongoing
Funding body:	Lotterywest, South Coast NRM, WA State NRM Office, community fund raising, Western Australian Government's State Natural Resource Management Program, supported by Royalties for Regions, and Koorabup Trust
Project Partners	Conservation Council of WA, Hordacre and Vanderbyl families, UWA Albany, Bush Heritage Australia
Stakeholders/ groups assisted:	Part of the Gondwana Link Forests to Stirling Conservation Action Plan
People engaged/ attending	
Key staff:	Basil Shur, BOM



Capture and release of Quenda at Balijup January

Project Description

Planning commenced in 2012 and the project launched in May 2015. This citizen science project aims to establish breeding populations of Quenda (Southern Brown Bandicoot) and other species. <https://chuffed.org/project/balijup> In 2020 an active citizen science program of environmental monitoring was carried out.

Highlights	<p>Citizen science monitoring shows that populations of Brush tailed phascogales, possums and Southern Brown Bandicoots are thriving in the Sanctuary.</p> <p>Participant feedback from the citizen science events is very rewarding, showing that these events are greatly appreciated by participants and scientific researchers who get involved.</p>
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Maintaining the predator-proof fence that surrounds the fauna sanctuary enclosure in January 2020

DENMARK WETLAND CENTRE

Location:	South Coast
Duration:	January 2020 to December 2020
Funding body:	Koorabup Trust and Western Australian Government's State Natural Resource Management Program
Project Partners	Gillamii Centre, Lotterywest, South Coast NRM with funding through the Australia Government's National Landcare Program, and Gondwana Link Ltd.
Stakeholders/ groups assisted:	Landholders, Gillamii Centre, NRM groups, Gondwana Link Ltd
People engaged/ attending	
Key staff:	Basil Shur, Helen Heydenrych, Louise Duxbury and Maren Heckel



Murdoch Students visiting the Denmark Wetland Centre in December 2020

Project Description

The Green Skills Wetland Education Centre hosted a number of activities and education events through the year. This Centre features in a YouTube film on Wilson Inlet: <https://www.youtube.com/watch?v=80lyV7LP6hc>. Support for the ongoing maintenance of the facility has been provided through volunteer programs and the WA College of Agriculture –Denmark.

Highlights	Having the Murdoch Uni/Green Skills Resilient Regions course visit the Wetland Centre in December each year
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SOUTH COAST FESTIVAL OF BIRDS

Location	South Coast region
Duration:	January to March 2020
Funding body:	Lotterywest, BirdLife Australia, Healthway
Project Partners	Conservation Council of WA, Hordacre and Vanderbyl families, UWA Albany, Bush Heritage Australia
Stakeholders/ groups assisted:	Albany Birds Group, BirdLife Australia, Department of Biodiversity, Conservation and Attractions, Conservation Council of WA, Museum of Great Southern, Yongergnow Malleefowl Centre, Gondwana link Ltd, Bush Heritage Australia, Friends of the Fitzgerald River National Park
People engaged	Groups and individuals
Key staff:	Basil Schur, Helen Heydenrych,



SunSmart Albany Kite Fiesta August 2020



Shorebird outing to Morley Beach Denmark March 2021

Project description

Green Skills and Birdlife Australia ran the eighth South Coast Festival of Birds, the scope of these activities has been expanded to include not just our fabulous birds and biodiversity in general. Key components of this South Coast Festival of Birds included Gondwana Art Exhibitions, Harvest film nights, outings and workshops, library talks, shore and water bird identification events, climate change event with ABC's Robyn Williams, a festival symposium at UWA, a Gondwana eco and bird tour outing and associated bird community education events. Another event that complemented the festival included the very successful SunSmart, Albany Kite Fiesta event in Albany with Michael and Jan Alvares. This festival's website is at <http://www.birdfestival.greenskills.org.au/>

Highlights	The success of the festival's events has laid the foundation for this festival to be run annually.
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DENMARK TIP SHOP AND RE-USE EDUCATION CENTRE

Location:	Denmark
Duration:	Ongoing
Funding body:	Income from event use during the year
Project Partners	Shire of Denmark
Stakeholders	Residents of and visitors to Shire of Denmark
People engaged/ attending	Anita Cottle, Angie Young, Noelene Berndt Warren Barrington, Gus Stoakes, Basil Schur and Helen Heydenrych
Key staff:	Basil Schur, Denmark Administration staff



Tip Shop Volunteers 2020

Project Description

Since 2001 the Green Skills Denmark Tip Shop and Recycling Centre has operated a self-funded enterprise. The Tip Shop has diverted significant resources that otherwise would have gone to land fill. In 2020 Green Skills completed additional improvements to the carpark and shed. It ran a waste awareness education program and continued its volunteer and disability employment program for this community enterprise. The Denmark Tip Shop continues to be a model of Tip Shop operations and operational activities and provides a community hub for Denmark and the reuse and upcycling community beyond the Shire's borders. A short YouTube film was made titled "Voices of the Tip Shop": https://www.youtube.com/watch?v=msCX8oNhiRo&t=25s&ab_channel=GreenSkills

Highlight	A significant increase in sales and activities this year, despite 7 weeks of closure due to Covid19, with solid improvements in operational systems and positive team work done during the period of closure to the public.
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PROJECT: DEB BOOKER FUND

Location:	Denmark
Duration:	February - November 2020
Funding body:	Estate of the late Deb Booker
People engaged/ attending	Denmark
Key staff:	Louise Duxbury, Jacqui Foster



Photo: Deb Booker

Project Description:

The late Deb Booker made a bequest to Green Skills in her will with instructions to expend the funds for projects out of the Denmark office focusing on women's leadership and support, biodiversity conservation, renewable energy and sustainability projects. Louise Duxbury (also the executor of Deb Booker's will) was charged with managing the funds within Green Skills for these purposes.

A project officer position was advertised in early 2020 to develop:

- 🌱 a fundraising plan for the Denmark office to inform an overall Green Skills fundraising plan
- 🌱 fundraising materials
- 🌱 a potential donor list
- 🌱 assist project grant writing.

The objective of using this bequest as catalytic funds to better place the Denmark office and Green Skills generally to diversify its funding base to attract further funds from private donations and philanthropists. It has shown the high value of attracting bequests or similar levels of funding to Green Skills to be able to initiate priority projects and fund the necessary project officer wages to facilitate them rarely available through grant programs.

The appointment of Jacqui Foster to the position injected new skills and a younger perspective and expanded the overall Denmark office team at a critical time. Jacqui's skills have been recognized in her appointment as Green Skills State Manager. The project officer position will be re-advertised in 2021.

Specific outcomes include: Preparation of a draft Marketing Plan for the whole of Green Skills; Review and updating of the Green Skills Website; updating of the membership lists and management; identification of potential donors and high priority projects; assistance in preparation of applications for funding and input into the promotion of the purchase of the Tootenellup property as part of Green Skills Gondwana Link project.

Highlights:	This bequest has helped to develop the skills to manage such donations effectively.
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DENMARK COMMUNITY GARDEN

Location:	Denmark
Duration:	January to December 2020
Funding body:	WA Department of Communities Community Garden program, Green Skills, Kwoorabup Denmark Transition Town Network, the Foundation for Rural and Regional Renewal, Lotterywest, Denmark Community Windfarm Group Sustainability Fund, Metroof, Thornton's Hardware & Mitre 10, other businesses.
Project Partners	The Denmark CRC, Denmark Men's Shed, The Denmark Community Garden Reference Group, volunteers
Stakeholders	South Coast residents, local organisations
Key staff:	Basil Schur



A Denmark Community Garden workshop with Neal Collins – mulching young plants in raised beds.

Project Description

In 2020 the Garden established a hot house, gazebo, shade house and herb garden, thanks to the WA Department of Communities Grant. In addition over 160 people have now attended workshops and activities run in the Garden.

Highlights	A local project that addresses social and individual health and eco sustainability issue
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WOMENS ENVIRONMENTAL LEADERSHIP AUSTRALIA: COMMUNITY LEADERSHIP PROGRAM

Location:	Across Australia
Duration:	May 2020 - February 2021
Funding body:	Philanthropic funds and course fees
Project Partners	Green Skills is a key partner to WELA which is a non-incorporated body
Stakeholders	Green Institute is the auspicing body to WELA
People engaged/ attending	20 Environmental/climate change Activist women from across Australia
Key staff:	Louise Duxbury



Louise Duxbury (front row -second from right) with WELA workshop participants and co-facilitators

Project Description:

WELA addresses the ways in which women's crucial leadership can transform our response to the environmental and climate crises that we face. We empower women to identify their own approach to leadership, and to recognise and step into their power to influence and accelerate their positive impact in the world. The 2020 program involved:

- 🌱 An online program held over 9 months
- 🌱 One residential retreat delayed - to be run Feb 2021 (4 days each plus travel) held at Commonground near Seymour, Victoria
- 🌱 Individual mentoring for each participant
- 🌱 Networking between program participants and with the WELA Alumni of past participants and WELA supporters.

Achievements/ highlights:	Deciding to deliver this program online as the face to face retreats planned in 2020 could not go ahead due to Covid19 restrictions. This was a good decision as the fortnightly 2 hour sessions on leadership theory, skills and personal development and support were hugely appreciated during such uncertain times. We showed what relational leadership looks like in practice, focusing on wellbeing, being flexible and responsive to difficult circumstances and being able to make a difference. Feedback has been super positive.
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WILSON INLET WATER QUALITY IMPROVEMENT PLAN

Location:	Wilson Inlet catchment area
Duration:	Oct 2019 –June 2021
Funding body:	Department Water and Environmental Regulations
People engaged/ attending	Denmark residents and stakeholders of Wilson Inlet including local and state government, community groups and businesses
Key staff:	Louise Duxbury, Helen Heydenrych



Louise Duxbury (far right wearing red jacket) engaging the teachers and students from Denmark Spirit of Play Community School on the banks of the Denmark River where it flows into the Wilson Inlet, to find out young people's values and thoughts about Wilson Inlet water quality and how to manage it for ecosystem health.

Project Description:

To prepare and implement the Community Engagement Plan to ensure a range of target groups with interest and responsibilities to contribute to the development of the Wilson Inlet water quality improvement plan. The Wilson Inlet water quality improvement plan (WQIP) is aiming for a partnership response to improve the water quality of the Inlet its catchment, streams and rivers. The WQIP will present the up-to-date consolidated understanding of water quality issues in the catchment and estuary, identifies sources of nutrients (particularly nitrogen and phosphorus) and provides solutions to protect the Inlet systems. Through the Engagement Plan identified key target groups and ways to engage them in development of the WQIP. Participated as a member of the WQIP team in particular the Department and Wilson Inlet Catchment Committee.

Achievements/ highlights:	<p>Continuing engagement despite Covid19 restrictions. Sub-contracted engagement with Aboriginal elders and leaders of the Pibbulmun/Wardandi and Minang tribes to local Minang elder Vernice Gillies.</p> <p>Met with selected farmers one on one; held online zoom focus groups with farmers. Summarised input.</p> <p>Ran a community input survey with 150 responses.</p> <p>Assisted in commissioning Aboriginal art works for the project and planning for a Gathering of the Tribes event (postponed to 2021 due to Covid19)</p> <p>When face to face contact became possible facilitated two sessions with primary school children for their input to management of Wilson Inlet and set up and ran two meetings with a Project Reference Group for the development of the Wilson Inlet Water Quality Improvement Plan.</p> <p>Produced a review of previous Community values for Wilson Inlet, its waterways & catchment area.</p> <p>Produced a summary of Aboriginal input to management of Wilson Inlet.</p> <p>Drafted a summary of the community survey input and input from primary school students.</p>
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Thanks to all our partners, volunteers, collaborators and supporters.
We look forward to working with you during 2021.

