

National Trust of Australia (Queensland)  
**Annual Report**  
2023/24



Pictured Royal Bull's Head Inn



## Acknowledgement of Country

The National Trust of Australia (Queensland) acknowledges traditional owners of Country throughout Australia and recognises the continuing connections to lands, waters, and communities. We pay our respect to Aboriginal and Torres Strait Islander cultures; and to Elders – past, present, and emerging.

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# President's Summary Report

Following on from FY 2022/23, the National Trust of Australia (Queensland) [NTAQ] continued to focus on good governance and risk mitigation across our statewide operations. In the 2023/24 year the NTAQ Executive Committee continued the implementation of the Strategic Plan for NTAQ (2023/27). In March 2024, this plan was refreshed and further refined in a strategic session of the Board of Directors and Executive Committee.

The NTAQ Strategic Priorities are:

- 1. Financial Sustainability**
- 2. Vibrant and engaging guest experiences, enhancing our heritage assets**
- 3. Digital Transformation**
- 4. Advance Conservation and Research Programs**
- 5. Creating a Great workplace**

These five Strategic Priorities provide a guide to decision making and directions across the entire organisation. At the forefront of our actions is the commitment to the NTAQ charitable purpose – to promote and advance conservation, protection and understanding of Australia's natural and cultural heritage, including the heritage of First Nations people, for public benefit and education.

A review of these Strategic Priorities will enable NTAQ to adapt to changes in the economic climate, including the uncertainty around tourism recovery in Queensland and Australia, rising costs of resourcing and operational expenses, and the impact of the return to outbound travel. Despite the cost-of-living pressures, early signs have been being promising and strong financial results were recorded in 2023/24.

NTAQ is fortunate to have strong cash reserves that allows reinvestment in key capital projects, to further drive revenue opportunities and support essential maintenance programs across our properties in Queensland. The Executive Committee is responsible for allocating these funds strategically to align with our Strategic Priorities.

In the decision-making process, we prioritised the value to the community and the long-term care of our assets, ensuring that we make financially prudent choices. During the 2023/24 review, the Board assessed all NTAQ Heritage properties in terms of enhancing their usage, condition, and ongoing care needs. This important assessment incorporated key criteria aligned with the NTAQ charitable mission and enhancing our Heritage assets. Both current uses and future opportunities were evaluated, as well as potential risks, to determine the appropriate distribution of funds and align with the NTAQ charitable purpose.

I would like to acknowledge and thank the members of the NTAQ Board for their commitment and our dedicated team of staff and volunteers who are led by CEO Jayme Cuttriss, and the Executive Committee.

On behalf of the NTAQ Board I would like to express gratitude to our NTAQ members, donors, supporters and partners. Their unwavering commitment to our cause is vital to helping NTAQ fulfil our charitable purpose.

Thank you for your continued support to our mission.



**Mark Townend AM**  
President  
National Trust of Australia (Queensland)



Pictured **Cooktown Museum**



# CEO - A Year in Review

This 2023/24 year has been positive for NTAQ, with a steady recovery in tourism contributing to financial success. The investments made in enhancing properties like Currumbin Wildlife Sanctuary on the Gold Coast and Cooktown Museum in Far North Queensland, indicate a commitment to improving visitor experiences and preserving our significant heritage sites.

## **Currumbin Wildlife Sanctuary**

During 2023/24, we made significant progress on the Currumbin Wildlife Sanctuary master plan, successfully delivering several new attractions, including the new Rock Wallaby exhibit, Jabiru and Flying Fox exhibit, Outback Springs Farmyard experience, and our wedding and events venue The Homestead, complete with a unique a la carte restaurant. This represents the largest investment in NTAQ's history and introduces new and diversified revenue streams while enhancing the experience for our day visitors.

NTAQ has scoped and secured the opportunity to develop a new light and sound night immersive experience through the rainforest at the Sanctuary, set to launch in Autumn 2025. This initiative will open a stunning area of the Sanctuary that is currently closed to the public, further increasing our revenue potential by launching a night attraction.

Currumbin Wildlife Sanctuary was honoured at the Queensland Tourism Awards as the Major Tourism Attraction of the Year for the third consecutive year in 2023, earning a place in the Queensland Hall of Fame. Additionally, we proudly secured the silver award at the National Tourism Awards.

## **Our Heritage Properties**

Across the state we have continued to make significant investments in our heritage properties. Over the past five years, NTAQ has dedicated substantial resources to maintenance and capital projects aimed at enhancing the weather resilience of our vulnerable sites and safeguarding the collections in our care. The new roof at Royal Bull's Head Inn and the repairs at Wolston Farmhouse will certainly help maintain their integrity. Additionally, redesigning the main entrance at Cooktown Museum will enhance the guest experience.

In 2024, the Board decided to review its landholdings, including Moon Reserve, a green space reserve in a rural residential zone. NTAQ has chosen to divest of this property, with plans to allocate the funds from the sale to enhance our heritage portfolio and improve guest access and experiences in Southeast Queensland, particularly at Wolston Farmhouse - the birthplace of the National Trust Queensland, and Royal Bull's Head Inn, a key community property.

This decision was not made lightly; however, NTAQ must remain true to our charitable mission. Our properties should serve a meaningful community purpose for future generations, with a focus on education. Additionally, we cannot maintain properties that pose unacceptable risks, especially those with public access that is not easily controlled.

## **Research and Conservation**

The Currumbin Wildlife Hospital research continues to exceed expectations including the koala chlamydia vaccine trial and tracking success of vaccinated wild koalas in the local Gold Coast area. Previously the local population of koalas were amongst the most heavily impacted population with this disease, however we are now seeing second and third generation joeys born into the program. We currently have approximately 40 koalas being tracked to assess the success of the vaccine. This world-leading research initiative exemplifies the principle that prevention is better than cure. Additionally, we have expanded our intensive care unit and koala rehabilitation facilities to provide better care for wildlife at the hospital. We also maintain five gum plantations to ensure a steady food supply for the koalas in our care.

We have had significant success in our breed to release conservation programs with our Bristlebirds and Kroombit Tinkerfrogs throughout 2023/24 at Currumbin Wildlife Sanctuary and Garima Conservation Reserve. These critically endangered animals have been successfully released into the wild contributing to the survival of these species.

We have also continued to refine our opportunities in the Environmental Services sector to aid in habitat restoration, with plans to reallocate funds to conservation programs. Currently, we are collaborating with partners on seed propagation for habitat restoration initiatives, and we aim to take on additional programs in the near future. This approach not only yields positive environmental impacts but also generates alternative revenue to support our conservation efforts.

## **Our Partners**

In 2023/24, we focused on aligning our strategies with National Trust colleagues across Australia and the International National Trust Organisation (INTO). Our efforts were particularly influenced by the National Trust UK, emphasising the importance of natural sites and the storytelling of significant places and collections.



A key theme in our collaboration has been the protection of historic places, especially given the pressing challenges posed by climate change.

Additionally, we maintained our representation on the Australian Council of National Trusts Board, ensuring that our perspectives and priorities are included in important national discussions and decisions.

NTAQ holds a seat on the Heritage Council in Queensland and would like to express gratitude to Andrew Ladlay who has so capably represented NTAQ for a five-year tenure on the Heritage Council. As Andrew prepares to retire from this position at the end of this year, we wish him all the best and thank him for his significant contributions to heritage preservation in Queensland.

In 2024, we proudly supported the Australian Heritage Festival, which embraced the theme of "Connections" celebrated nationwide. Hosted by the National Trust Queensland, the festival empowers local community organisations to honor their heritage. Additionally, we collaborated with regional events such as the Cooktown Discovery Festival, Galvanized in Ipswich, and the Toowoomba Carnival of Flowers, all aimed at promoting regional tourism and celebrating the unique heritage of these communities. These efforts highlight our commitment to connecting people with their history and fostering a sense of community.

We continued our partnerships with Brisbane Open House as founding partner, and collaborated closely to promote and deliver a wonderful event this year. On the Gold Coast our partnership with SWELL Sculpture Festival continues to thrive, supported by Arts Queensland, Tourism Events Queensland, and the City of Gold Coast. These collaborations have allowed us to engage with the community and celebrate our shared commitment to culture and the arts.

We have been delighted to re-establish our first Community Group under a more defined structure. The Redlands Community Group have hosted successful events and is gaining popularity, fostering a celebration of local history while enhancing membership and fundraising opportunities. With this strong framework now in place, we look forward to expanding the Community Group model in the coming years, enabling us to engage with more communities and strengthen our collective heritage efforts.

We remain dedicated to our Reconciliation Action Plan, focusing on showcasing First Nations cultures to our guests. Our team actively participated in NAIDOC Week activities, emphasising the importance of cultural understanding and learning. We have developed immersive First Nations learning opportunities for students and established reskilling programs for Queenslanders, aimed at helping young people acquire new skills and open up employment pathways. These initiatives reflect our commitment to fostering cultural appreciation and supporting the next generation.

## In Conclusion

Despite the uncertain economic environment, NTAQ is well-positioned to invest in mission-based programs, ensuring we have the right skills and personnel to support the organisation's growth. We look forward to the continued success of our dedicated team and along with the many opportunities for individuals and organisations to get involved in our statewide programs and events.

We are committed to raising awareness of our conservation and education initiatives across our heritage properties, environmental sites, and tourism operations. As storytellers, National Trust Queensland aims to enhance the understanding of cultural and natural heritage for our guests, partners, donors, and members.

Finally, I would like to express my heartfelt gratitude to over 19,000 members, our donors, supporters, and partners, as well as our dedicated team of nearly 1,000 individuals. Their commitment is essential in helping us fulfill our charitable purpose every day and make a positive impact across Queensland.



**Jayme Cuttriss**  
Chief Executive Officer  
National Trust of Australia (Queensland)

# Nominations and Governance Committee Update

## Policies

Policies are an important element of setting and operating governance standards within an organisation and NTAQ regularly reviews current policies and identifies needs for new policy development. During the past year, we have reviewed the following policies: Privacy; Safeguarding Vulnerable Persons; Donations Acceptance; Board Conflict of Interest, Code of Conduct, President and Deputy President Election and Remuneration; and Handling of Membership Complaints. The Board Governance Charter was also reviewed. All were endorsed by the Board.

## Board Director Remuneration Pool

The Committee engaged specialist consultants in 2023 to undertake a review of Board Director remuneration and made recommendations to the Board for discussion and endorsement to go to a subsequent vote at the Annual General Meeting. The proposed amendments to the Board Director Remuneration Policy and Board Remuneration Pool were endorsed by the majority at the Annual General Meeting.

## 2024 Membership Election of Board Directors

Planning for elections commenced in February 2024. As recommended at the 2023 Annual General Meeting, we secured additional quotes for online nominations and election processes and Independent Voting Solutions Provider. The non-conflicted member of the Committee, and three other Board Directors formed a Selection Panel and led the process for preparing and holding membership elections leading up to the 2024 Annual General Meeting. With the support of the Executive Committee, the Selection Panel was able to advertise the positions, short-list and interview candidates and make recommendations, based on a Skills Matrix, to the Board (without conflicted Directors present) on who would go forward to the Ballot. The Board confirmed five candidates to go on the Ballot for member voting.

As always, the Committee has worked in the best interests of NTAQ, respecting its past, its charitable purpose and Strategic Priorities. I wish to acknowledge and thank Committee members:

Mark Townend, NTAQ President  
Mellissa Brown, Director

### Supported by:

Jayme Cuttriss, NTAQ CEO  
Ben Graziani, Company Secretary  
Donna McNish, Executive Assistant



**Glenys Schuntner**  
Chair, Nominations and Governance Committee  
National Trust of Australia (Queensland)



# Our Team

By Briony Low, Head of People and Culture

Our people are the heart of NTAQ, and through the initiatives below, our organisation demonstrates our commitment to their growth and wellbeing. Our approach ensures a strong, capable and flexible workforce, well equipped to embrace the exciting challenges of the future. For our employees, we continue to prioritise tracking Employee Engagement and building capability through internal development.

As our paid workforce has continued to diversify and grow to meet the evolving needs of our organisation, we have focused on fostering a positive work environment to support retention and engagement, alongside comprehensive workforce planning and talent management. We have also introduced initiatives to ensure the wellbeing and safety of our diverse teams. With the addition of two significant precincts to Currumbin Wildlife Sanctuary in 2023/24 and other key projects, we prioritised resourcing our teams and developing leadership and essential skills to enhance talent mobility and productivity. This has resulted in a positive staff turnover rate of up to 8%, including key lateral moves across departments.

This year, we launched our second series of the Rising Star and Emerging Leaders programs, both facilitated internally to nurture talent within our teams. Additionally, we introduced the Inspiring Leadership course, Emotional Intelligence workshops and mentoring and coaching aimed at equipping our leaders with advanced skills to support their growth alongside the organisation's expansion. These initiatives reflect our commitment to fostering a skilled and engaged workforce.

It was also our most successful year for the student-based trainee program, with 18 graduates, and we maintained a strong focus on external qualifications for team members across leadership, carpentry, project management, and WHS. Additionally, we enhanced our onboarding processes, redesigning our induction and employee welcoming experience to better equip new team members with the skills and knowledge necessary for success.

Safety remains a core priority, highlighted by the completion of a full psychosocial safety assessment, the rollout of revised job descriptions and job designs, and wellness initiatives aimed at reducing risks while fostering a culture of accountability and care. In line with our strategic goals, we focused on building a more inclusive and diverse workforce. Our recruitment efforts attracted a wide range of talent, and we refined policies to support flexible working arrangements, access to professional development and promote work-life harmony. We also took steps to innovate our workplace culture to meet the evolving needs of our growing millennial and Gen Alpha workforce.

## Our Diverse Work Team



### NTAQ Total Team

- 38% paid employees
- 53% volunteers
- 9% training program participants

Our goal is to create a cohesive and innovative work environment where volunteers, training participants, and employees can work together towards shared objectives. We celebrate the diversity within our teams, which not only strengthens our efforts but also leads to wonderful social outcomes for all members involved.

## SNAPSHOT – NTAQ EMPLOYEES



### Ages of paid team members

- 26% 15-25 years old
- 44% 25-45 years old
- 20% 45-60 years old
- 10% are 60 years +



### Length of Service

- 77% less than 5 years
- 12% 5-10 years
- 11% over 10 years



### First Nations and Torres Strait Islanders

3.79% of total paid workforce including trainees



### Gender composition of NTAQ paid team members

- 68.4% Women
- 30.3% Men
- 0.3% non-binary

# Volunteer Programs

By Jane Jamieson, Head of Volunteer Programs and Community Training

In 2023/24 we implemented Better Impact volunteering platform enhancing connectivity and recognition for our volunteers across the state. This initiative has allowed us to reinvigorate our volunteering programs, focusing on training and fostering a positive workplace culture. We are committed to attracting and retaining volunteers who align with NTAQ's strategic direction and collaborative approach.

This division of our organisation consists of all non-payroll NTAQ team members and represents 61.9% of our workforce of the total 978 people. This department consists of two sectors: the NTAQ Volunteers, and the Community Training Participants (long-term trainees hosted at NTAQ properties undertaking accredited skills training).

For the Volunteering workforce sector, the focus this financial year has been on reinvigorating the eight NTAQ volunteer programs which hosts 518 volunteers across the state. Significant changes and improvements to service standards have been introduced this year. Additionally, all volunteers have now been transitioned into being registered within the Volunteer Management software which has enabled greater data security, enhanced communications, online information and compliance training and reporting. This accurate database has now enabled easier connections, recognition and engagement, especially with volunteers engaged at our Heritage properties which has been a challenge in previous years.

Results from the 2023 Volunteer Engagement survey (423 respondents – 84% response rate) showed 4.5 from 5 stars response for level of satisfaction with volunteering experience at NTAQ, 4.6 from 5 stars for satisfaction with volunteering work environment (including WHS and psychosocial safety) and 80.3% of respondents stated their primary reason for volunteering with NTAQ was knowing their efforts make a positive difference. These results reflect our new NTAQ Volunteer Management mantra; NTAQ Volunteers - Add Value, Feel Valued.

For the workforce sector relating to Community Training, there has been a targeted focus to expand the very successful business model of hosting work-experience students and interns at our sites. At Currumbin Wildlife Sanctuary (CWS), this program involves hosting students from a range of disciplines; Vet Nursing, Wildlife studies, Bush Regeneration and Conservation, Business studies, Trade certificates and Animal Care. These students provide skilled support for our work teams, gain invaluable real-life work experience and also provide a qualified talent pipeline into paid roles.

Significant time has been invested with community partners this financial year to develop government funded program proposals to expand these training partnerships into future hosted-employment projects. These programs will further support NTAQ projects and participant upskilling.

In recognition of the level of training across both paid staff and non-paid team members during this year, Currumbin Wildlife Sanctuary is now a proud, second year in a row winner of the Queensland Training Awards - Medium Employer of the Year, following our previous 2022 win.

## SNAPSHOT – NTAQ VOLUNTEERS



### Ages of NTAQ volunteers

15% 15-25 years old  
16% 26-45 years old  
11% 46-59 years old  
43% 60-74 years old  
15% are 75 years +



### Length of Service

65% less than 5 years  
25% 5-10 years  
10% over 10 years



### Gender composition of NTAQ volunteers

69.7% Women  
30% Men  
0.3% non-binary



Pictured Our dedicated team of volunteers at Currumbin Wildlife Sanctuary

NTAQ - OUR PEOPLE	JUNE 2021	JUNE 2022	JUNE 2023	JUNE 2024
<b>NTAQ Staff</b>	<b>256</b>	<b>241</b>	<b>301</b>	<b>373</b>
Full Time	64	75	83	108
Part Time	36	48	74	75
Casual	156	118	144	190
<b>Internal Staff Training Programs</b>	<b>0</b>	<b>51</b>	<b>73</b>	<b>54</b>
• Emerging Leader and Rising Stars Programs	0	0	20	28
• School Based Trainees on staff - Cert 3 in Business	-	16	21	26
• Diploma Leadership and Management	-	8	7	5
• Cert IV courses in WHS and Leadership and Mgmt.	-	21	18	3
• Other accredited training – Cert III Business, Apprenticeships	-	6	7	2
<b>NTAQ Volunteer Programs</b>	<b>671</b>	<b>670</b>	<b>644</b>	<b>618</b>
• NTAQ Heritage Volunteers	143	120	78	66
• Currumbin Sanctuary Park Volunteers	206	170	187	194
• Currumbin Sanctuary Wildlife and Horticultural Volunteers	166	150	110	120
• Currumbin Wildlife Hospital Volunteers	156	130	169	138
• NTAQ Fundraising Event Volunteers (Occasional Volunteers)	-	-	129 *not in total	205 *not in total
<b>External Training Program Participants</b>	<b>24</b>	<b>113</b>	<b>106</b>	<b>87</b>
• TAFE Students:	21	91	80	61
o Cert III - Wildlife				
o and Cert III and IV - Vet Nursing within Wildlife Hospital				
• University Intern placements: Vet Sciences, Fundraising and Wildlife	3	1	0	3
• Community Training Partnerships: Cert I Conservation and Ecosystem management, Cert I Construction, Cert II Animal Care	0	21	26	23
<b>NTAQ - TOTAL WORK TEAM</b>	<b>951</b>	<b>924</b>	<b>951</b>	<b>978</b>

# Currumbin Wildlife Sanctuary

By Travis Couch, General Manager

On behalf of our entire team at Currumbin Wildlife Sanctuary (CWS), I am pleased to report on an overwhelmingly successful 2023/24.

CWS welcomed 536,402 visitors over the course of the year and these attendances, alongside the unveiling of new precincts and increased customer yield, saw the organisation complete the reporting period in a strong financial position. With a focus on providing high-quality guest experiences and supporting a growing membership base, CWS was buoyed by the positive return of international guests which, despite being still below pre-pandemic levels, were again significantly up on the prior year.

CWS has continued to enhance its vibrant and engaging guest offering and we celebrated a number of significant achievements over the period. The highlight of these accolades was being awarded Gold at the Queensland Tourism Awards as the Major Tourist Attraction for the third consecutive year. As a result of this achievement, CWS was proudly admitted to the Queensland Tourism Hall of Fame. Further highlights included attaining the maximum score of 100 points in Tourism and Events Queensland's 'Best of Queensland Experience', in recognition of the consistent delivery of an exceptional experience, exceeding the Gold Coast and Queensland tourist operator average.

Based on guest comments across review platforms such as TripAdvisor, Facebook, and Google, CWS achieved a Global ReviewPro Index score of over 90%. CWS's rating exceeds the benchmark of 80% and the average score of other Gold Coast attractions (86.6%).

Capital investment in our facilities was a highlight of the 2023/24 year with the opening of Outback Springs in December 2023, which showcases and celebrates Outback Australia right here on the Gold Coast, and in May this year, we proudly opened The Homestead, a state-of-the-art, dining and events facility inspired by the traditional Queensland Homestead.

Connecting in nature with the animals in our care remains the primary drawcard for the guests of all ages who visit the Sanctuary, and we continue to invest in the upkeep of their habitats and facilities across the park and supporting our dedicated team of wildlife experts. Our efforts across our key conservation projects, highlighted by our Kroombit Tinkerfrog and Eastern Bristlebird breed to release programs, have realised significant milestones as our team strive to support these species' future against the brink of extinction.

Our retail and food and beverage offerings continue to expand in line with customer demands and our commitment to provide innovative and enticing offerings to the thousands of guests that visit us from all over the world. Honeyworld, our retail outlet which plays home to millions of bees and with an extensive selection of quality products, continues to be well-supported by local and international guests. On the events front, our wedding and events business continues to grow, highlighted by being awarded Best Unique Venue with the Gold Coast Brides Choice Awards for the fifth year running.

From a community engagement perspective, we are committed to making meaningful progress on our organisation's reconciliation journey, underpinned by our Innovate Reconciliation Action Plan (RAP). We are sincerely grateful for the guidance and support of local Traditional Custodians and other Aboriginal and Torres Strait Islander community members as we move forward on this journey.

TOTAL NUMBERS	FY 22/23	FY 23/24	% Change
Domestic visitation	372,255	355,460	-4.5%
International visitation	92,597	180,942	+95.4%
Total visitation	464,582	536,402	+15.4%

In closing, I would like to sincerely thank our entire team for their dedication and collective efforts over the course of the year. We are well placed for the future, and we look forward to another exciting and prosperous year ahead at CWS.



**Outback Springs**  
Opened December 2023



**The Homestead**  
Opened June 2024



**NTAQ Patron, The Honourable Dr Jeanette Young AC PSM, Governor of Queensland**  
Visited 10 July 2024



# Conservation Programs

By Anthony Molyneux, Head of Life Sciences and Conservation Programs

Our conservation programs continue to go from strength to strength and 2023/24 was no exception.

## Eastern Bristlebird

This program is a great collaboration with the NSW Department of Climate Change, Energy, the Environment and Water (DCCEEW) and during the last 12 months, our staff were able to:

- Breed 17 bristlebirds across the Currumbin Wildlife Sanctuary and Garima Conservation Reserve
- Released all 17 bristlebirds to the wild
- Assisted with the translocation of 32 wild bristlebirds from the NSW population to a new site on Wilson's Promontory, Victoria (DWELP project)
- Collect four new founders from the NSW population to bolster the genetic profile of our breed-for-release program
- Secured funding for a new breeding and holding aviary at Currumbin Wildlife Sanctuary
- Highly Pathogenic Avian Influenza (HPAI) is a global threat that will most likely reach our shores in the next 12 months  
A risk mitigation approach is being developed, in consultation with NSW DCCEEW, for the bristlebird program

## Kroombit Tinkerfrog

This program is a great collaboration with the Queensland Parks and Wildlife Services (QPWS) and during the last 12 months our staff were able to:

- Release 26 Tinkerfrogs to the wild – Tinkerfrogs were heard calling at the site of the previous year's release, indicating survivorship of the previously released frogs
- Transfer 20 Tinkerfrogs to University of Queensland for research on building resilience to chytrid fungus
- Have six successful breeding events from four different pairs
- Have 130 tadpoles metamorphose into froglets for future releases to the wild

## Koalas/Plantations

- Secured land at Currumbin Eco-Parklands for approximately 7,000 trees to be planted in the future as a new plantation
- Begun harvesting from North Byron Parklands plantation

## Garima Conservation Reserve

Garima Conservation Reserve continues to focus on in-situ conservation programs through our bush regeneration efforts. We also run the Eastern Bristlebird conservation program at Garima, which has seen extraordinary success since the construction of dedicated aviaries. Funding was secured for a bank of five small aviaries to be utilised as holding aviaries which allows our breed-for-release program to increase its breeding capacity. The last year saw the bush regeneration crew carry out regenerative work across the entire site under guidance of the Restoration Plan. Additionally, the property serves as the base for a valuable Training Participant Program in bushland regeneration.



**Garima Conservation Reserve**  
Currumbin Valley



**Eastern Bristlebird**



**The Frog Lab**  
Michael Vella Conservation Specialist  
Currumbin Wildlife Sanctuary

# Currumbin Wildlife Hospital

By Dr Michael Pyne OAM, Head of Veterinary Sciences and Research

Currumbin Wildlife Hospital encountered a significant increase in overall admissions this year, notably a surge in Rainbow Lorikeet admissions linked to the Lorikeet Paralysis Syndrome. On a positive note, koala admissions have remained steady, which is reassuring given the ongoing threats they face.

Lorikeet admissions were up a total of an extra 1775 birds, almost double the previous 12-month total.

Total Admissions	2022-23	2023-24	% change
All Species	13,268	15,711	+18.4%
Koalas	377	387	+ 2.7%

## Education

Currumbin Wildlife Hospital has sustained robust training opportunities for domestic veterinary nurses and veterinary students. Notably, there has been significant growth in the number of paying international students participating in both organised group training and individual observation programs.

## Research

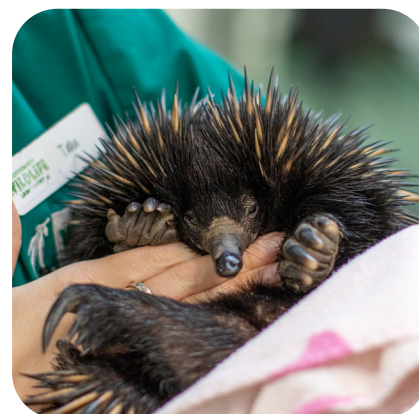
The koala chlamydia vaccine research, in collaboration with Queensland University of Technology (QUT), is now three years into a five-year project. To date, over 400 koalas have been vaccinated, and preliminary results support the emergency registration of the vaccine. QUT is currently navigating the regulatory process to move this forward.

## Pottsville

The Pottsville Koala Hub continues to play a crucial role in supporting research and koala rehabilitation, with a notable 36% increase in koala admissions, totalling 1,472 overnight stays in the 2023/24 year.

## Currumbin Wildlife Hospital Koala ICU

A new koala ICU has been constructed with funding from the Federal Government's Saving Koalas Grant. This facility features four koala enclosures, each equipped with a climate-controlled indoor hospital area connected to an outdoor enclosure, allowing koalas to access fresh air and natural elements as they recover.





NTAQ would like to acknowledge our dedicated team of vets, nurses and volunteers for their commitment to caring for native wildlife at Currumbin Wildlife Hospital.

# Heritage Properties

By Noel Langdon, Head of Heritage and Environmental Services

In 2023/24, significant improvements and maintenance repairs were made to the Heritage properties under our care due to recent investments.



## Cooktown Museum

The main entrance to the museum was reopened and the visitor experience better organised to meet the needs of our guests. This investment will continue, with plans to enhance accessibility over the summer period. Unfortunately, the Far North Queensland region has been negatively impacted by the rising cost of living and the reopening of outbound domestic travel, leading to lower-than-expected visitation to the area, including our properties.



## Townsville Heritage Centre

At the Townsville Heritage Centre, NTAQ is collaborating with the local council to renew the long-term lease of the land. The facility was temporarily closed for necessary works but has now reopened for events, and we look forward to extending operating hours in the future.



## Charters Towers

Extensive renovations have been completed at the **Zara Clark Museum**, including new lighting and a power upgrade, alongside significant improvements in our collection care within this fascinating museum. **Stock Exchange Arcade** - open to the public Thursday - Saturday. **Lyall's Store** - commercially tenanted.



## Hou Wang Chinese Temple and Museum - Atherton

Maintenance works have been completed at the Hou Wang Chinese Temple and Museum. Collaboration is underway with the local council on master planning initiatives to optimise the use of the extensive land holdings. NTAQ is working closely with the council-run art gallery at the Old Post Office site to promote our community offerings, including enhancing our museum.



## Brennan & Geraghty Store Museum - Maryborough

The Store Museum is temporarily closed to assess the collection and ongoing maintenance needs. Significant investment is required for the site, which includes the Store Museum building, a farmhouse, a Queenslander home, and stables. Given its location in suburban Maryborough, outside the heritage precinct, an evaluation is underway to determine how to open the property while ensuring it serves an educational purpose.



## Royal Bull's Head Inn - Drayton

At the Royal Bull's Head Inn, a new roof has been installed along with continued work on interior improvements, and wallpaper refurbishment with plans underway for the outbuildings. Exterior beautification and fence repair works have also been completed. NTAQ would like to recognise the dedicated group of volunteers and our Heritage Site Coordinator for their commitment to community engagement and education programming.



## Harris House - Toowoomba

This property has faced challenges due to extensive repairs and ongoing stabilisation works required. While this property is commercially tenanted, further assessments will be conducted to determine its ongoing maintenance requirements.



## Wolston Farmhouse - Wacol

At Wolston Farmhouse, additional roof works and repairs have been completed to ensure the property remains safe and secure. Continued garden maintenance and general upkeep have been our top priorities. The Farmhouse has been reopened for community days and NTAQ is committed to expanding our education programming, which has grown significantly since 2023.



# Heritage Conservation Appeals

At the heart of NTAQ's mission lies the conservation of Queensland's precious heritage sites. Through our Heritage Appeals we run public fundraising campaigns to raise funds for vital conservation and restoration works. The Heritage Appeals program is available for community organisations to assist them to fundraise to conserve special places.

Since the 1980s, the National Trust Queensland has played a crucial role in raising millions of dollars for the preservation of important heritage places, including the iconic Brisbane City Hall.

As a community-based organisation, NTAQ is deeply committed to advocating or preserving special places that hold significant environmental, built and cultural heritage.

## Current Appeals

Adelaide House (The Deanery) Appeal, Brisbane

Binna Burra Lodge Appeal, Beechmont

Brisbane Montpelier and The Green House United Service Club, Brisbane

Brisbane Synagogue Appeal – Donation

Bulimba Uniting Church Conservation Appeal, Brisbane

City Tabernacle Baptist Church Tower Restoration Works

City Tabernacle Baptist Organ Appeal, Brisbane

Holy Spirit Church Appeal, Brisbane

Holy Trinity Church Appeal, Fortitude Valley, Brisbane

Moreton Club, 'Bertholme' Appeal, Brisbane

Our Lady of Victories Appeal, Bowen Hills

St Agatha's Church Appeal, Brisbane

St Andrew's Seventh-Day Adventist Church Appeal, Bundaberg

St Andrew's 1884 Walker Organ Appeal, South Brisbane

St Andrew's Anglican Church Hall Appeal, Indooroopilly

St Andrew's Anglican Church Appeal, Vulture St, South Brisbane

St Augustine's Hamilton Appeal - Donation

St Brigid's Church Appeal, Rosewood

St Columbia's Catholic Church Appeal, Brisbane

St David's Anglican Church Chelmer Heritage Appeal

St John's Cathedral Conservation Appeal

St Luke's Church Hall Appeal, Toowoomba

St Luke's Organ Appeal, Toowoomba

St Margaret's Anglican Church, Sandgate

St Martin's House Appeal, Brisbane

St Mary's Catholic Church Appeal, Warwick

St Mary's Church, Kangaroo Point Roof Appeal, Brisbane

St Monica's War Memorial Cathedral Appeal, Cairns

St Patrick's Cathedral Appeal, Toowoomba

St Paul's Anglican Church, East Brisbane Appeal

St Paul's Cathedral Appeal, Rockhampton

St Pauls Presbyterian Spring Hill Appeal

Webber House Appeal, Brisbane



Pictured **Binna Burra Sky Lodges**

# Our Supporters

By Georgia Lane, Head of Fundraising

Thank you for your generosity and support in 2023/24. The NTAQ Fundraising Team was encouraged by strong community support, including generous donations from individual donors, loyal backing from corporate and Not-For-Profit partners, and engagement from social media and influential public figures.

## Special Thanks to Community

### Donors and Individual

#### Major Donors

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Somerset College  
Superannuation Advice Australia  
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The Star Gold Coast  
The Vege Chip Company  
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Lincoln Lewis  
Molly Belle Wright

### **NTAQ Ambassador**

Jann Stuckey

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Friends of the Koala  
Griffith University  
Local Veterinary Clinics  
Queensland University of Technology (QUT)  
SE QLD Wildlife Hospital Network (Australia Zoo and RSPCA)  
South East Queensland Wildlife Network  
SWELL Sculpture  
Team Koala  
The Rotary Club of Currumbin  
Coolangatta Tweed Inc  
Tweed Valley Wildlife Carers  
Tweed Valley Rescue  
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Division 13 Cr Daphne McDonald  
Cr Josh Martin  
Division 14 Cr Gail O'Neill

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### **Koala Advocate Special Mentions**

Alison Teal  
Amanda Abate  
Ava Shepherd  
Barrie Lester  
Birren  
Brittany Dixon  
Brooke Marsden  
Casey Barnes  
Chloe Styler  
Dinesh Palipana  
Dr Katrina Warren  
Ellie Sursara  
Emilia Danielle Pountney  
Emily Feld  
Erchana Murray-Bartlett  
Erin Connor  
Karina Irby  
Lynn Gilmartin  
Nicola Crisa  
Melina Vidler  
Pippa Ballie  
Shannon Doyle  
Shannon Wild  
Stephanie Mandich  
Toby Mitchell  
Tony Auden  
Yena Choi

### **Bequests**

In 2023/24, we received \$364,657.59 from gifts in wills. The team at NTAQ is always grateful and humbled when a generous donor leaves a gift in their Will. While this is a sad time for family and friends, there is some joy in knowing that a legacy remains by saving wildlife, protecting and conserving our environment and celebrating our culture and heritage.

Currumbin Wildlife Hospital is a primary recipient of gifts in their will, reflecting the honor of being remembered by those who share its values and recognise the hospital's vital work for the community and our native wildlife. Thank you.

# Grant Funding

**By Amber Thorley, NTAQ Grants Manager**

During the 2023/24 financial year NTAQ received notification of the following grants totalling \$3,447,396.74 (exclusive of GST):

- \$2,000,000 from the Queensland Government Department of Tourism, Innovation and Sport, Growing Future Tourism Program towards the Currumbin Wildlife Hospital - Research and Training Precinct project.
- \$1,000,000 from the Queensland Government Department of Tourism, Innovation and Sport, Visitor First Experience Fund to develop Astra Lumina at Currumbin Wildlife Sanctuary.
- \$175,548 from the Queensland Government Department of Tourism, Innovation and Sport, Accessible Tourism Elevate Fund - Access Project Grant to deliver accessibility for all areas at Cooktown Museum.
- \$81,137.10 from Queensland Government Gambling Community Benefit Fund Round 116 to replace the roof at Wolston Farmhouse.
- \$50,000 from the Queensland Government Department of Environment and Science, Community Sustainability Actions Grant - Round 8 - Community Heritage Grants for conservation works at Royal Bull's Head Inn.
- \$35,000 from Queensland Government Gambling Community Benefit Fund Round 118 for ceiling and office repairs at Zara Clark Museum.
- \$25,000 from Queensland Government Department of Employment, Small Business and Training, Social Enterprise Growth Grant to support the redevelopment of the Currumbin Wildlife Sanctuary website.
- \$20,000 from City of Gold Coast 2023-24 Community Events Grants (Division 14 – Cr O'Neill) supported Sanctuary Sounds event season at Currumbin Wildlife Sanctuary.
- \$15,000 from the Maritime Museums of Australia, Project Support Scheme to fund the lighthouse lens interactive interpretation and movement into the Maritime Gallery at Cooktown Museum.
- \$12,500 from the Queensland Government, Queensland Business Energy Saving and Transformation Rebates towards installing energy efficient air conditioners and monitors at Currumbin Wildlife Sanctuary.
- \$10,909.09 from BirdLife Australia, Community Conservation Grants towards supporting Eastern Bristlebirds field release work and health testing.
- \$8,300 from Queensland Government Culture and Reconciliation Team, Indigenous Languages Grant for audioscape creation in the Yarning Circle at Currumbin Wildlife Sanctuary.
- \$5,454.55 from City of Gold Coast, Nature Conservation Assistance Program (NCAP) 2023-24 for bush regeneration works at Garima Conservation Reserve.
- \$5,000 from Queensland Government Department of Tourism, Innovation and Sport, Accessible Tourism Elevate Fund - Access Starter Grant to install improved accessibility signage and mapping at Currumbin Wildlife Sanctuary.
- \$3,048 from City of Gold Coast, 2023-24 Discretionary Grants Program 9 (Division 14 - Cr Gail O'Neill) to install drinking water stations at Currumbin Wildlife Sanctuary.
- \$500 from Eucalypt Australia, National Eucalypt Day Event Micro Grant towards supporting event activities at Currumbin Wildlife Sanctuary.

During the 2023/24 financial year NTAQ received grant funding for Currumbin Wildlife Hospital from:

- Australian Government through Department of Energy, Climate Change, the Environment and Water Saving Koalas Fund - Health Grants for Koala Preservation through Treatment, Rehabilitation and Applied Research.
- Queensland Government through the Department of Environment and Science in partnership with South East QLD Wildlife Hospital Network for wildlife hospital network collaborative funding.
- WWF for the Koala Chlamydia Challenge – vaccine research to improve Koala survival.
- City of Gold Coast for the Koala Chlamydia Trial Vaccine Project.
- City of Gold Coast Divisional Funding from Divisions 3, 5, 8, 11, 12, 13 and 14 for operational funding.
- City of Gold Coast through the Disaster Recovery Grant Program for support for the Christmas storms.
- Community Bank Tugun for fuel for our Ambulances.
- Ronald Geoffrey Arnott Foundation.
- The Fred P Archer Charitable Trust.
- Elizabeth Gabler Charitable Trust.



# NTAQ Honorary Life Member

The Honorary Life Member Program recognises outstanding commitment to conserving, protecting and celebrating Queensland's environmental, built and cultural heritage. This program acknowledges and thanks the recipients for their achievements and contribution to National Trust in Queensland. Recipients are required to have demonstrated exceptional work to support and influence the direction of National Trust Queensland. In considering nominations, the committee will seek to satisfy that a nominee has: Achieved exceptional commitment to NTAQ, demonstrating outstanding achievement that has shaped the organisation significantly.

Specifically, the nominee has:

- Demonstrated achievement at an exceptionally high level
- Made a significant contribution over and above that expected in their role – whether through paid or unpaid employment or volunteering
- Voluntarily contributed to the work of National Trust in Queensland in a manner that stands above others who have made valuable contributions

## Jann Stuckey

For 2023/24 NTAQ Ambassador, Jann Stuckey has been awarded as an Honorary Life Member in recognition her tireless commitment to Currumbin Wildlife Sanctuary, as a donor and supporter of Currumbin Wildlife Hospital over many decades, and in more recent years, as a National Trust Queensland Ambassador for the last three years. Jann is extremely committed to her role as an Ambassador but is also acknowledged for her decades of volunteer hours, support and advice to our team.

Jann has been involved in Currumbin Wildlife Sanctuary for over 30 years when, as a local consultant, she worked on service standards training and supported the commercial areas. From 2004 Jann served the community as State Member for Currumbin and was a staunch supporter of the Sanctuary. Between 2012-2015 Jann held the position of Minister for Tourism, Major Events, Small Business and Commonwealth Games base in Currumbin. She proudly included Currumbin Wildlife Sanctuary in the Gold Coast Commonwealth Games delegation – with representation from Currumbin Wildlife Sanctuary at the Glasgow closing ceremony on the world-wide stage. Jann was responsible for TEQ Board and GOLDOC Board during her time as Minister.

As a very generous and regular donor herself, Jann has also introduced many donors who are now lifelong supporters of our mission-based work. More recently, Jann has been an Ambassador of the National Trust Queensland - advising on key capital projects, funding, philanthropic opportunities and providing connections with key contacts to assist in our long-term future. Jann is passionate about conservation, and particularly the plight of the koala. She was instrumental in celebrating the 75th anniversary of the Sanctuary and commemorating founder Dr Alex Griffiths. She is incredibly passionate about the memory of Dr Alex Griffiths and his commitment to conservation and tourism. Jann also funded and consulted on the bronze sculpture of Dr Alex Griffiths installed in the Lorikeet Arena to ensure that he is immortalised for guests to enjoy and for the community to feel a sense of pride.



Pictured Jann Stuckey (centre right) with Garry Vistarini (Director), Michael Kelly (GM - Strategic Projects, Jayme Cuttriss (CEO), Travis Couch (GM - Currumbin Wildlife Sanctuary), Mark Townend (NTAQ - President), Carolyn Parker (Director), Stuart Lummis (Director) at the official unveiling of Dr Alex Griffiths' statue at Currumbin Wildlife Sanctuary 5 October 2023

# Executive Committee



**Jayme Cuttriss**

Chief Executive Officer joined 2016

**Qualifications**

Bachelor of Law (Commercial Law)

Bachelor of Arts (Sociology)

**Experience and Expertise**

Jayme has a strong background in Sales and Marketing across Hospitality and Tourism, working most of her career for global hotel chains. Jayme is committed to building and attracting talented team members and delivering on the Trust's charitable purpose to promote and advance natural and cultural tourism through experiences at NTAQ properties, and through educational, conservation and research programs.

Jayme is committed to community partnerships and is currently the Vice President SWELL Sculpture Festival, Currumbin and a Member of the Experience Gold Coast Tourism Advisory Committee.



**Ben Graziani**

Chief Financial Officer / Company Secretary joined 2014

**Qualifications**

Bachelor of Business

**Experience and Expertise**

Ben became CFO and Company Secretary for National Trust of Queensland (Australia) Limited on 1 July 2014 responsible for overseeing finance, budgets, accounting, insurance, tax, legal, IT, compliance and corporate governance and external/internal auditing. He has a strong background in finance, accounting, tax, corporate governance, and general commercial management. He has diverse commercial experience of more than 30 years across a range of businesses from large public listed entities, mining, property development, not-for-profit and for the past twenty years in Tourism. Ben has been a member of IPA for over 30 years.



**Travis Couch**

General Manager of Currumbin Wildlife Sanctuary and Hospital joined 2022

**Qualifications**

Bachelor of Business

**Experience and Expertise**

With a career spanning over 20 years across the tourism, sport and entertainment sectors, Travis has held senior leadership positions at world renowned tourist attractions and major events. Possessing extensive experience in guest experience, strategy, stakeholder relations and community engagement. Travis is committed to leading the talented Currumbin Wildlife Sanctuary and Currumbin Wildlife Hospital team through this exciting development phase in its 77-year history.



**Michael Kelly**

General Manager – NTAQ Strategic Projects joined 2013

**Qualifications**

Diploma of Hospitality Management

Diploma of Events Management

Diploma of Leadership Management

Certificate IV in Training and Assessment

**Experience and Expertise**

During his 11-years with Currumbin Wildlife Sanctuary, Michael has overseen unprecedented growth in visitation and revenue with his strengths in connecting strategy, visitor experience and business outcomes. His leadership has been integral in developing Currumbin Wildlife Sanctuary into a multi-award winning, must do attraction for both local and international visitors. In June 2022, Michael moved from the role of General Manager of the Sanctuary and is now the General Manager of Strategic Projects for the National Trust of Queensland.

He is a Board Member of the Zoo and Aquarium Association of Australasia and the President of the Southern Gold Coast Chamber of Commerce.



**Briony Low**

Head of People and Culture joined 2023

**Qualifications**

- Master Business Administration – completed 2024
- Bachelor of Media and Communications
- Bachelor of Arts (Gender Studies)
- Postgraduate Diploma Journalism
- Certificate IV in HR, CAHRI (Certified Member - Australian HR Institute)

**Experience and Expertise**

Briony is an experienced Executive People and Culture Leader, with a solid track record in Human Resource Management and Employee and Industrial Relations within Tourism and Hospitality, Retail and Local and State Government. Briony is committed to continuing to build capability and engagement across the organisation through robust people-centred strategies and programs to drive a well and inclusive culture. Briony is the Australian Human Resources Institute Brisbane Network Convenor.



**Jane Jamieson**

Head of Volunteer Programs and Community Training Partnerships joined 2009

**Qualifications**

- Graduate Diploma (Vocational Education)
- Bachelor of Business (Hospitality Management)
- Certificate IV in Training and Assessment
- CAHRI (Certified Member - Australian HR Institute)

**Experience and Expertise**

Jane’s background in strategic workforce management, previously leading NTAQ Human Resources/ People and Culture, leverages a deep history of management and operations within the Hospitality, Retail, Tourism, Vocational Training and Not-For-Profit sectors. Jane has now pivoted into strengthening the NTAQ Volunteer workforce programs and expanding the hosted training workforce activities across NTAQ properties, delivering the mutual benefit of supporting organisational projects and also creating accredited career pathways for participants.

Jane is a current member of the Gold Coast Volunteer Action Group hosted by City of Gold Coast and a member of the Queensland Industry Reference Group for Animal Care and Management.



**Noel Langdon**

Head of Heritage and Environmental Services joined 2023

**Qualifications**

- Master of Business Administration (Executive MBA) (Current Study)
- Certificate IV- Occupation Health and Safety
- Resort Management and Marketing
- Hotel Management ATI Technical Institute

**Experience and Expertise**

Noel has a diverse background in hospitality, tourism, culture, the arts, and urban planning. He has decades of ‘hands-on’ experience in the Not- for-Profit sector being a Board and founding Board member of multiple industry boards and government committees Noel’s career has included ownership of hotels, cafes, restaurants and has managed some of Australia’s largest and most iconic tourism businesses. He has provided and continues to provide a wide range of consultancy advice to commercial enterprises and both State and Federal Government agencies.



**Jason Thomas**

Head of Business Development and Partnerships joined 2024

**Qualifications**

- Bachelor of Arts and Sciences
- Certificate IV in Human Resources

**Experience and Expertise**

Jason has held significant roles such as Director of Destination and Corporate Partnerships at Tourism and Events Queensland, Destination Gold Coast, and Coordinator of Economic Development for the City of Gold Coast.

Jason’s corporate experience includes serving as Director of Marketing and Franchising at Airport Con-x-ion, where he led the evolution of the business to a franchise model. Jason has also held roles as Vice President of Market Development for Morris International Group overseeing the international and domestic distribution of products, services, and experiences, securing strategic partnerships along the way.

Jason’s passion for the Gold Coast’s visitor economy, coupled with his extensive expertise, make him integral to driving our continued success into the future.

# NTAQ Specialists



## **Dr Michael Pyne OAM**

Head of Veterinary Sciences and Research Programs joined 2001

### **Qualifications**

Bachelor of Veterinary Science

### **Experience and expertise**

Michael has over 20 years of experience providing veterinary treatment to Australian native wildlife. He is dedicated not only to the care of wildlife, but also to finding solutions to wildlife challenges through research. In 2023, Dr Pyne was awarded the Order of Australia Medal for his contributions to Veterinary Sciences.



## **Anthony Molyneux**

Head of Life Sciences and Conservation Joined from 1992 – 1998 and 2015 – present (15 years collectively)

### **Qualifications**

Diploma of Leadership and Management

Diploma of Hospitality

Chair of the Zoos and Aquariums Association Wildlife Conservation Committee

### **Experience and expertise**

Anthony boasts an impressive career spanning over three decades within the zoological industry, having embarked on his journey at Currumbin Bird Sanctuary in 1992. Throughout his extensive career, Anthony has cultivated a passion for environmental stewardship and a profound commitment to connecting people with our native wildlife. Anthony's invaluable contributions are driven by his unwavering enthusiasm for caring for the environment and habitats, as well as his mission to educate the public on the importance of protecting native wildlife from threats of extinction.



## **Georgia Lane**

Head of Fundraising joined 2022

### **Qualifications**

Graduate Certificate of Business (Philanthropy)

### **Experience and expertise**

Georgia has a background in Marketing and Sales, she is the Founder and President of Women of Influence; after 18 years of running this Not-For-Profit she took on studies in Philanthropy at QUT Business School – The Australian Centre for Philanthropy and Nonprofit Studies.

Georgia's goal is to help others to use their influence for good, this means supporting NTAQ's charitable causes and connecting people who can help us achieve NTAQ's mission.



# Director Profiles



## Gina Palmer

President and Non-Executive Director (retired 2 December 2023)

### Qualifications

Bachelor of Science (Land and Water)

Graduate Diploma in Education

Graduate Diploma in Humanities Master Urban and Regional Planning

Graduate Certificate of Business Master Business Administration GAICD

### Experience and Expertise

Elected to the Board in November 2016. Gina has more than 27 years experience in corporate governance, education, senior management, small business consulting and community engagement across various sectors and has developed and implemented numerous business innovation initiatives, and natural and built environment projects, including the design and implementation of a wildlife corridor on the Darling Downs, Southeast Queensland. She is also the Co-Founder and Director of Minds Tomorrow Pty Ltd.

Gina's strengths are innovation, collaboration, strategy, leadership, and change management. She is a qualified company Director, was Chair of NTAQ Nominations and Governance Committee and previously an appointed, Chair of a Strategy Committee, and Deputy Chair and Chair of the Australian Business Deans' Council General Managers group involving more than 40 Australian Universities and has held the office of Company Secretary.

**Special Responsibilities:** Member of NTAQ Nominations and Governance Committee, Member of NTAQ Audit and Risk Committee.



## Mark Townend AM

President (appointed 2 December 2023) and Non-Executive Director

### Qualifications

GAICD

### Experience and Expertise

Mark has decades of experience working in local government, commercial and Not-For-Profit industries, including 20 years as Chief Executive Officer of RSPCA Queensland before joining Spinal Life Australia in October 2019 as Chief Executive Officer. Mark is skilled in organisational development, process improvements, innovation, strategic planning, and implementation of motivated workplace cultures and has been recognised with a Member of the Order of Australia (OAM) and is a recipient of the Prime Minister's Federation Medal for significant services to the community.

**Special Responsibilities:** Member of NTAQ Nominations and Governance Committee, Member of NTAQ Audit and Risk Committee. Trustee of Currumbin Wildlife Hospital Foundation Trust.



## Toby Price

Deputy President (10 December 2022 – 2 December 2023 Non-Executive Director (resigned 1 February 2024)

### Qualifications

Bachelor of English (Hons) Master of Arts

### Experience and Expertise

Elected to the Board in November 2019. Currently Owner and Director of P&P Pacific, Toby is a passionate advocate for the preservation of culture and heritage and has a strong background in marketing and membership. With previous senior management and board experience, Toby has excellent financial fluency and is accomplished in the application and execution of the role of Director. Previously Head of Business Development for Times Newspapers (part of News Corp UK) he has more recently worked with a number of organisations (including indigenous) ensuring constitutional and corporate compliance (with ASIC).

**Special Responsibilities:** Member Nominations and Governance Committee

# Director Profiles



## **Glenys Schuntner Deputy President**

(appointed 2 December 2023) Non-Executive Director

### **Qualifications**

Master of Arts Bachelor of Arts  
GAICD

### **Experience and Expertise**

Glenys is an experienced Board Director and senior executive based in Townsville, with strong family roots in Brisbane where she was born and completed schooling and her undergraduate university degree.

Bringing extensive experience and skills in leadership, management, trade and investment, government relations and advocacy, tourism development and marketing to her role, Glenys' interest in heritage and conservation protection and promotion for the benefit of local communities and visitors motivated her to become a member of the NTAQ and later nominate for a position on the Board.

Glenys' career experience has included: 17 years as the Chief Executive Officer of two Not-For-Profit organisations in Townsville focusing on economic development and tourism marketing in the north; 11 years in senior international trade and investment roles in Japan, Malaysia and Australia; and 5 years in travel industry and airline roles in Australia and Japan.

Glenys' other roles include Chair, Tropical North Queensland Drought Hub, and Chair, Northern Australia Development Program Committee.

**Special Responsibilities:** Chair of NTAQ Nominations and Governance Committee.



## **Mellissa Brown**

Non-Executive Director

### **Qualifications**

Bachelor of Science (Zoology, Marine Biology), Bachelor of Science (Hons) (1A) in Zoology Certificate IV in Adult Training and Assessment (TAE40110) Certificate Env Practitioner, Master Business Administration (Leadership) CQU (in progress), Australian Cert III in Dog Behaviour and Training- for Detection Dogs, GAICD, Certified Environmental Professional (CEnvP) Certified Ecology Specialist (CEcol), Enviro-development Practitioner.

### **Experience and Expertise**

Mellissa is a North Queenslander with a passion for our unique and diverse heritage areas. As founding Director of 4 Elements Consulting, she is an accomplished business development leader and project manager offering over 25+ years of experience driving revenue through building and maintaining client relationships.

Mellissa's strengths are extensive experience in the environmental industry with proven expertise in consistently penetrating new markets through innovation and sustainable practice. Brings strategic and operational experience in project management and brokerage of large Australian Government and international donor-funded applied research programs and private enterprise to achieve quality outcomes.

**Special Responsibilities:** Member of NTAQ Nominations and Governance Committee.



## **Stephanie Keays**

Non-Executive Director

### **Qualifications**

Bachelor of Architecture  
Certificate 4 in Assessment and Workplace Training  
Full International Member ICOMOS

### **Experience and Expertise**

Stephanie is an architect with over 30 years of experience in both environmental and heritage conservation and currently works for Noosa Council as a Heritage Project Officer and as Director and Tour Guide for Toowoomba Trails. She has been an active volunteer and committee member of the Trust in Queensland for over 15 years and brings to the Board her lived understanding of regional issues and first-hand experience of the operation of a National Trust Property, the Royal Bull's Head Inn. This experience is invaluable in developing strategy for the complex and diverse requirements of the NTAQ's mission namely to promote and advance the conservation, protection and understanding of Australia's natural and cultural heritage, including the heritage of Australia's first peoples, for public benefit and education.

Stephanie advocates for NTAQ's interests in the built environment through her professional network and associations with organisations such as Australia ICOMOS, the Australian Institute of Architects, and the Local Government Heritage Officers network. She represents NTAQ on the Board of Brisbane Open House and is a member of the Sunshine Coast Open House organising committee.

**Special Responsibilities:** Member of Brisbane Open House Board



**Stuart Lummis**

Non-Executive Director

**Qualifications**

Bachelor of Economics Graduate  
Diploma Project and Construction Management  
Post Graduate Diploma Accounting FINSIA FAICD

**Experience and Expertise**

Stuart has many years of experience as a Senior Executive and Company Director, with a strong background in the property sector. Stuart has extensive board experience in both large publicly listed groups and Not-For-Profit organisations. He is also a Director of Bolton Clarke Group, Brisbane Markets Limited, Deaf Connect Limited, Nazareth Care Australasia, Councillor and Deputy Chair of the Queensland Heritage Council, Chair of the Property Advisory Panel for the Sisters of St Joseph and member of their Stewardship Council.

Stuart's other roles include Member of the Queensland Catholic Education Commission Capital Assistance Assessment Committee and member of the Property Council of Queensland Social Infrastructure Committee, Deputy Chair of the Queensland Heritage Council. Stuart is a Fellow of the Australian Institute of Company Directors.

**Special Responsibilities:** Member of Audit and Risk Committee



**Carolyn Parker**

Non-Executive Director

**Qualifications**

Master Business Administration Graduate Diploma in Strategic Leadership  
GAICD, CMC, Certificate IV WH&S, Restaurant and Caterers Licensee.

**Experience and Expertise**

Carolyn has over 30 years of commercial experience, with leadership and board roles in numerous industries including community services, social housing and asset management, retail, tourism, and hospitality. As a former Senior Executive at David Jones for 20 years, Carolyn had Profit and Loss accountability for over \$100 million pa revenue and managed human resources for over 500 employees. She has since had 14 years corporate governance experience in numerous board roles, including Chair of Santos Organics, and President of North Byron Business Chamber.

Carolyn's other roles include Vice Chair of Northern Rivers Housing and Non-Executive Director of BSR Group [Beta stores Franchisor] and Regional Development Australia [Northern Rivers]. Her expertise spans risk management, WH&S, financial control, facility management, property development and strategic planning. She is passionate about animal welfare and is a conservation enthusiast.

**Special Responsibilities:** Member of Audit and Risk Committee, Trustee of Currumbin Wildlife Hospital Foundation Trust.



**Garry Vistarini**

Non-Executive Director

**Qualifications**

Bachelor of Commerce  
Certified Practising Accountant

**Experience and Expertise**

Garry has over 40 years' experience as a senior executive in corporate planning and corporate finance in large multi-national corporations and as CFO and general manager in medium sized manufacturers. Garry has a long association with the National Trust with his last 5 years as CFO for National Trust of Australia (Victoria) before joining National Trust of Australia (Queensland) Limited as a Director in 2021.

Garry has a keen interest in Australian history and preserving our built, environmental, and cultural heritage.

**Special Responsibilities:** Chair of Audit and Risk Committee, Chair of Trustees of the Currumbin Wildlife Hospital Foundation Trust.



**Peter Gash OAM**

Non-Executive Director

(appointed 22 March 2024 to fill a casual vacancy (Toby Price) to the end of 2024 Annual General meeting)

**Experience and Expertise**

Peter is the Custodian and Managing Director of Lady Elliot Island Eco Resort and Chief Executive Officer of Seair Pacific Aviation. Lady Elliot Island is a coral cay located 80 kms north-east of Bundaberg, on the southern tip of the Great Barrier Reef. In his early twenties, Peter discovered the island and its amazing beauty, both above and below the water. Peter is a licensed Pilot and has been flying tourists to the Great Barrier Reef for over 35 years. He started out operating scenic daytrips by seaplane from the Gold Coast to Lady Elliot Island. Lady Elliot is the only coral cay island on the Great Barrier Reef with an airstrip.

Peter, his family and two business partners took over the lease of the island in 2005 and have been operating the 44 room eco resort since that time. Donor and long term supporter of Currumbin Wildlife Sanctuary and Hospital. In 2020 Peter was the recipient of an Order of Australia Medal (OAM) in the General Division in the Australia Day Honours List for his service to eco-tourism and aviation.

# Financial Reports

## FINANCIAL PERFORMANCE (OPERATIONAL)

Year Ended 30 June (\$'000)	2024	2023	2022	2021	2020
<b>INCOME</b>					
Admissions	15,755	12,147	5,711	4,563	9,053
Merchandise and Photography sales	7,714	5,432	2,382	1,815	4,676
Food and Beverage sales	5,189	4,348	2,673	2,246	3,498
Memberships	1,629	1,413	970	853	613
Sponsorships	167	209	131	70	135
Grants	4,592	4,915	7,806	4,387	133
Donations/bequests	1,277	838	964	417	181
Distributions from CWHF	213	1,427	556	750	1,079
Rent income	397	397	449	449	349
Car parking fees	447	387	259	295	437
ATO Jobkeeper	-	-	-	4,402	2,101
Other operating income	1,271	1,523	749	954	825
<b>TOTAL INCOME</b>	<b>38,651</b>	<b>33,036</b>	<b>22,650</b>	<b>21,202</b>	<b>23,081</b>
<b>EXPENDITURE</b>					
Cost of Sales	3,907	3,213	1,715	1,283	2,436
Employee expenses	18,949	15,652	12,543	11,521	13,094
Advertising and marketing expenses	635	537	468	841	556
Repairs and Maintenance	2,935	2,708	2,115	1,737	1,190
Council rates and water charges	513	477	428	373	509
Insurance premiums	464	357	312	269	237
Board and Committee remuneration	141	145	156	165	152
Other expenses	4,351	3,564	2,822	2,960	3,072
<b>TOTAL EXPENDITURE</b>	<b>31,895</b>	<b>26,654</b>	<b>20,560</b>	<b>19,150</b>	<b>21,247</b>
Net Operating Profit before depreciation and non operating items	6,756	6,382	2,090	2,052	1,834
<b>Non Operating/Non Cash Items</b>					
Depreciation expense and loss on disposal of assets	(2,351)	(2,341)	1,967	1,510	1,421
Value of Gifted Property	-	-	-	2,200	-
Finance borrowing costs	(248)	(81)	(9)	(8)	(4)
Gain on revaluation of investment properties	236	221	192	1,509	271
<b>TOTAL NON OPERATING / NON CASH ITEMS</b>	<b>(2,363)</b>	<b>(2,201)</b>	<b>(1,784)</b>	<b>2,192</b>	<b>(1,154)</b>
Net profit for the year (per audited accounts)	4,392	4,181	306	4,244	679



## FINANCIAL SUSTAINABILITY

As at 30 June (\$'000)	2024	2023	2022	2021	2020
<b>CURRENT ASSETS</b>					
Cash and cash equivalents	2,871	5,855	6,328	7,118	2,365
Trade and other receivables	1,031	1,343	1,016	1,214	288
Financial assets - term deposits	74	2,020	2,000	2,000	3,238
Inventories	884	688	513	510	517
Other assets	687	540	500	479	1,093
Other financial assets - external appeals	1,343	913	1,186	1,059	845
Non-Current Assets held for sale	911	-	-	-	-
<b>TOTAL CURRENT ASSETS</b>	<b>7,802</b>	<b>11,359</b>	<b>11,545</b>	<b>12,379</b>	<b>8,347</b>
<b>NON-CURRENT ASSETS</b>					
Financial assets - Managed Investment Fund	6,612	4,116	-	-	-
Property, plant and equipment	102,398	91,899	79,923	71,122	64,667
Investment property	4,880	4,644	6,402	9,070	7,560
Intangible assets	205	-	-	-	-
<b>TOTAL NON-CURRENT ASSETS</b>	<b>114,096</b>	<b>100,660</b>	<b>86,325</b>	<b>80,192</b>	<b>72,227</b>
<b>TOTAL ASSETS</b>	<b>121,898</b>	<b>112,018</b>	<b>97,869</b>	<b>92,572</b>	<b>80,575</b>
<b>CURRENT LIABILITIES</b>					
Trade and other payables	4,273	5,077	3,186	4,346	1,931
Borrowings	641	460	346	58	56
Employee Benefits	1,688	1,630	1,247	980	1,117
Other - external appeals	1,343	913	1,186	1,059	845
<b>TOTAL CURRENT LIABILITIES</b>	<b>7,946</b>	<b>8,079</b>	<b>5,965</b>	<b>6,444</b>	<b>3,950</b>
<b>NON-CURRENT LIABILITIES</b>					
Borrowings	3,229	1,392	113	102	152
Employee Benefits	303	358	302	294	227
<b>TOTAL NON-CURRENT LIABILITIES</b>	<b>3,532</b>	<b>1,750</b>	<b>415</b>	<b>396</b>	<b>379</b>
<b>TOTAL LIABILITIES</b>	<b>11,478</b>	<b>9,830</b>	<b>6,380</b>	<b>6,840</b>	<b>4,330</b>
<b>NET ASSETS</b>	<b>110,420</b>	<b>102,189</b>	<b>91,489</b>	<b>85,732</b>	<b>76,245</b>
<b>EQUITY</b>					
Reserves	69,044	65,205	58,687	53,235	47,992
Accumulated surplus	41,376	36,984	32,803	32,497	28,253
<b>TOTAL EQUITY</b>	<b>110,420</b>	<b>102,189</b>	<b>91,489</b>	<b>85,732</b>	<b>76,245</b>





**Pictured The Homestead - Currumbin Wildlife Sanctuary**



**NATIONAL TRUST**  
Queensland

Head Office:

28 Tomewin Street, Currumbin QLD

07 5534 1266

[nationaltrustqld.org.au](http://nationaltrustqld.org.au)

[info@nationaltrustqld.org](mailto:info@nationaltrustqld.org)

ABN: 85 836 591 486 CP: 5350