



PIONEER
Catchment
LANDCARE

Protecting landscapes,
connecting communities

CAPABILITY STATEMENT

2025-2026

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LOOKING AFTER OUR ENVIRONMENT FOR OVER 3 DECADES

WHO WE ARE

Pioneer Catchment Landcare (PCL) is grounded in a deep commitment to protecting and conserving our natural environment, its rich biodiversity, remarkable wildlife, and the living systems that sustain us. For over three decades, PCL has worked across the region to safeguard its creeks, coastlines, forests, floodplains and hinterlands, ensuring the resilience of its native flora, fauna, and foundational ecosystems.

In recent years, the organisation has significantly expanded its capacity, delivering large-scale ecological restoration, revegetation, and land management projects across diverse landscapes.

Our team comprises highly qualified, and experienced professionals who specialise in a wide range of environmental services, from habitat rehabilitation and invasive species control to ecological assessments and community engagement.

PCL partners with stakeholders at every level to create, support, and scale place-based environmental initiatives, nurturing the landscapes we cherish and strengthening the resilience of these precious natural systems.

Our Vision & Mission

Implement an integrated, science-based approach to Landcare through supportive partnerships across our catchment.

***Empower our community to build
biodiverse ecosystems***

Our Values



Grounded

Anchored in our region, connected to our local landscapes



Empowering

Inspiring our community to lead local environmental change



Passionate

Driven by love for our land, wildlife and people



Trusted

Respected for real results in our environment



OUR OPERATIONS

ENVIRONMENTAL SERVICES

Over the past five years, Pioneer Catchment Landcare's commercial environmental services arm has grown into a cornerstone of the organisation's success. Evolving from grant-dependent beginnings, this fee-for-service model now delivers high quality environmental outcomes across the region, ranging from large-scale revegetation and weed management to habitat restoration and ecological monitoring. This growth has not only added significant financial value to the organisation, ensuring long-term sustainability, but also expanded our service offering in line with industry demand.

By investing in the recruitment of skilled professionals and providing comprehensive training to upskill our existing team, we've built a workforce that is both highly competent, qualified and trusted, ready to meet the complex ecological challenges of today and tomorrow.

OVERVIEW OF OUR SERVICES INCLUDE:



Ecological consultation, assessment & planning



Ecological restoration & revegetation



Bush regeneration & bushland management



Site rehabilitation



Fauna, flora and habitat surveys (desktop, preliminary, detailed and targeted surveys)



Integrated pest flora & fauna management (surveys, mapping and on-ground control)



Ecological drone surveys (+ thermal)



Property visits & biodiversity support



Focusing on...

ECOLOGICAL SERVICES

From baseline condition assessments and photo-point monitoring to ongoing evaluations of management effectiveness, PCL's qualified and experienced Landcare Officers apply the latest techniques and best-practice methodologies in natural resource management. This includes contemporary survey methods and species management strategies aligned with local, state, and federal legislation, ensuring the delivery of effective, evidence-based environmental outcomes.

OUR TEAM PROVIDE THE FOLLOWING FULL RANGE OF SERVICES INCLUDING:

- Regional ecosystem identification (QLD)
- Bio-Condition assessments
- Habitat and vegetation assessments
- Endangered, vulnerable and near threatened species surveys under the Nature Conservation Act 1992 (QLD)
- Development and implementation of:
 - Weed and pest management plans
 - Flora and fauna management plans
 - Revegetation and rehabilitation plans



PEST FLORA & FAUNA MANAGEMENT

From surveys and management plans to on-ground herbicide application and fauna trapping, PCL's experienced team is equipped to deliver every stage of pest management from planning through to implementation.

OUR TEAM PROVIDES:

- Weed surveys, short and long term monitoring, mapping, management and treatment plans
- Integrated weed treatment solutions using licensed field crew and purpose-fit equipment to ensure safe, effective, and compliant outcomes
- Invasive species identification training and awareness
- Ground and aerial (drone) surveying
- Management of invasive species control activities
- Coordination of community and stakeholder engagement
- Technical reporting encompassing data comparison, spatial mapping, tailored control strategies, and evidence-based recommendations to inform ongoing land management.



BUSHLAND MAINTENANCE

PCL provides regular on-the-ground maintenance across bushland and natural areas, including pathway clearing, invasive weed control, small and large tree removal, and general vegetation management. These services support public safety, enhance biodiversity, and ensure the long-term health and resilience of local ecosystems.

Bushland & Natural Area Maintenance Services

- Pathway and access track clearing
- Invasive weed control
- Tree removal and pruning - certified field crew
- Canopy lifting and understory thinning
- Slashing, brushcutting and manual removal
- Native tube stock planting, mulching and watering
- Installation of erosion barriers, groundcover establishment
- Installation of fauna nesting boxes, log placement
- Rubbish and green waste removal
- Technical reporting and mapping



ECOLOGICAL RESTORATION & REVEGETATION

Pioneer Catchment Landcare specialises in delivering large-scale revegetation projects across the Mackay region, with a proven track record of restoring degraded landscapes and enhancing ecological resilience. Leveraging decades of local environmental knowledge and a highly skilled field team, PCL applies best-practice methodologies to plan, implement, and maintain revegetation works across a variety of ecosystems. From riparian corridors and coastal dunes to rural properties and industrial sites, PCL's capacity to coordinate complex, multi-stakeholder projects ensures successful establishment and long-term sustainability of native vegetation. This specialisation positions *PCL as a leading provider of scalable, outcomes-driven revegetation services in the Mackay and greater region.*

Showcasing what we can do!

Mackay Ring Road Revegetation Project 2021 - 2025



13 Sites



**13,052m2
revegetated**



**8, 330
Native
Plants**



**11,985hrs
on site**

**Large-scale ecological restoration and
effective stakeholder collaboration.**



COMMUNITY-LED CONSERVATION

PCL delivers well-managed, community-led conservation programs by coordinating over 200 volunteers annually across diverse projects, including citizen science, habitat restoration, and marine debris clean-ups. PCL oversees the full volunteer lifecycle—from recruitment and WHS induction to on-ground supervision, data collection, and reporting—ensuring safe, meaningful engagement and measurable environmental outcomes.

Volunteer Program Management

PCL delivers end-to-end volunteer program management that responds to the values, needs, and priorities of our local community. From initial recruitment and onboarding through to WHS inductions, in-field supervision, data capture, and final reporting, every stage is carefully planned to ensure a safe, rewarding, and impactful experience for volunteers. All programs are supported by in-house developed resources—including instructional handbooks, fact sheets, posters, visual WHS guides, and species ID cards—ensuring consistent messaging, effective knowledge transfer, and high-quality outcomes. PCL's volunteer initiatives are designed to foster community ownership, build local capacity, and deliver real environmental benefits across the region.

Tailored, Field-Based Environmental Training

PCL specialises in the design and delivery of regionally relevant, field-based training programs that are aligned with both volunteer capabilities and ecological priorities. Our workshops combine scientific rigor with hands-on learning, covering topics such as:

- Species identification (including marine and terrestrial fauna and flora).
- Ethical handling and survey methods.
- Field safety and WHS compliance.
- Use of tools such as GPS and trail cameras.
- Data collection and entry protocols using platforms such as iNaturalist, Feral Scan, ALA, Frog ID, Bio Collect, QGlobe.

Trusted by Industry and Community

PCL has built strong partnerships with key stakeholders including the Department of Environment, Tourism, Science and Innovation (DETSI), Queensland Parks and Wildlife Service (QPWS), Reef Catchments, and local councils. We are regularly engaged by these bodies to deliver training and lead volunteer programs that require both scientific integrity and community trust.



OUR PROGRAMS

With the power of collaboration, Pioneer Catchment Landcare generates employment through large-scale projects and delivers significant regional conservation, restoration and land management programs.

Land for Wildlife Program



The Land for Wildlife program supports private landholders to voluntarily manage part or all of their property for nature conservation. It provides free advice, resources, and recognition to help landholders protect native plants, animals, and ecosystems. Participants receive property visits, technical support, and access to workshops and networking opportunities. The program encourages the integration of conservation with other land uses, such as agriculture or tourism.

Junior Landcare



PCL offers a Junior Landcare program through its Landcare School Support initiative, engaging children in environmental stewardship across the Mackay region. These experiences aim to teach young learners about biodiversity, sustainability, and the importance of caring for their local environment. By fostering early connections with nature, PCL's Junior Landcare program nurtures a lifelong appreciation for environmental conservation among the younger generation.

Landholder Support Program



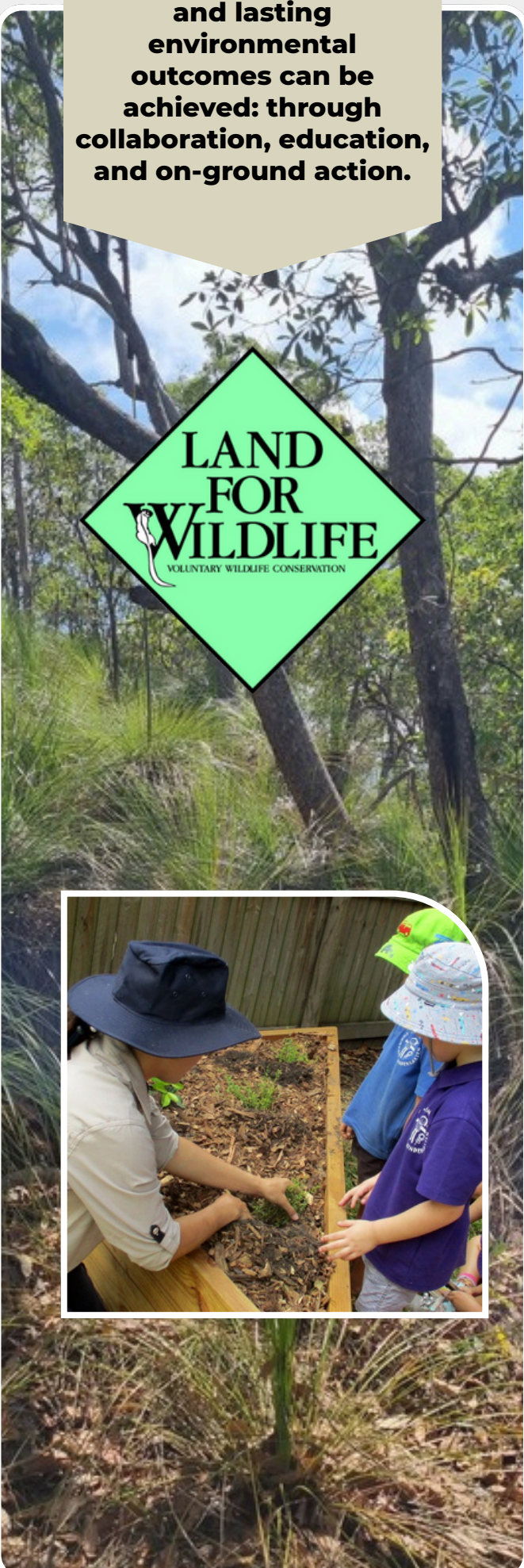
PCL's Landholder Support Program provides tailored, on-ground advice to help property owners protect and enhance the natural values of their land. The program supports activities such as weed management, native vegetation restoration, erosion control, and habitat improvement. Landholders receive site visits, management recommendations, and access to technical resources. The aim is to empower landholders to integrate conservation practices with productive land use, contributing to a healthier landscape across the Pioneer Catchment.

Community & Volunteering Events



PCL offers a range of volunteer opportunities throughout the year for community members to get involved in hands-on conservation. Whether it's joining a citizen science field trip, lending a hand on a tree planting day, or helping in the nursery, there's something for everyone. These activities are a great way to connect with nature, meet like-minded people, and contribute to the health of our local environment. No experience is needed—just a passion for protecting our region's natural landscapes.

Landcare is built on the idea that when communities work together, meaningful and lasting environmental outcomes can be achieved: through collaboration, education, and on-ground action.



**LAND
FOR
WILDLIFE**
VOLUNTARY WILDLIFE CONSERVATION



OUR CAPACITY

PCL is continually enhancing its organisational capacity and service delivery through strategic investment in essential equipment and infrastructure. These investments support improved efficiency and effectiveness across a broad range of projects: from large-scale revegetation and habitat restoration, to providing on-ground assistance to landholders and community groups. By expanding our operational resources, PCL is better positioned to deliver high-quality environmental services and strengthen support for natural resource managers. *This forward-focused approach ensures we can continue driving impactful ecological regeneration across the catchment.*

Our Fleet:

2,000L Water Trailer with Honda GX 200 2" fire fighting pump

Vehicle mounted Rapid Spray Unit 360L Spray Scout Buddy

DJI Mavic 3T Drone with Thermal Imaging

11 x Browning Trail Cameras & baiting stations

Hustler zero turn mower - Fast track SDX

2024 Honda Side by Side with 250Ltr Marshall UTV Spray Tank

Mitsubishi Triton Ute & Isuzu DMAX

2024 Honda Side by Side with 250Ltr Marshall UTV Spray Tank

Conservation and Land Management Equipment



NATIVE SPECIES EXCELLENCE

PCL works in partnership with the Mackay Natural Environment Centre (MNEC) nursery, specialising native plant species endemic to the Central Queensland Coast Bioregion. The nursery propagates over 100,000 plants annually, supporting various environmental programs and projects across the region.

The PCL depot is located within the nursery compound, allowing staff to closely monitor and manage plant propagation and growth, while also utilising the nursery facilities for specialised projects.



MNEC is a NIASA -accredited nursery (Nursery Industry Accreditation Scheme Australia), demonstrating its commitment to best practice horticulture, plant health, and environmental sustainability standards. The centre plays a critical role in maintaining genetic integrity and ensuring the availability of locally adapted plant species for high-value restoration outcomes.

OUR PEOPLE

GOVERNANCE

PCL is governed by a volunteer Management Committee that provides strategic direction and ensures the organisation remains aligned with the organisations mission.

The committee is responsible for overseeing project governance, including support for planning, risk management, legal and regulatory compliance, and adherence to contractual obligations and reporting requirements.

It also contributes to ongoing evaluation processes and ensures projects are guided by PCL's established policies and procedures.

The committee actively recruits members with diverse expertise across finance, management, law, and environmental science.

MANAGEMENT TEAM

PCL's management team is highly qualified and experienced, bringing a combined 18 years in leadership and management roles across Landcare, natural resource management, parks and gardens, and the agriculture sector. The team holds higher education qualifications in sustainable horticulture, business management, civil construction, pest management, biodiversity monitoring, ecology, eco-agriculture, and conservation land management. Together, they offer strong capabilities in strategic planning, project and contract management, financial management, human resources, and stakeholder engagement. Their diverse expertise ensures PCL operates with professionalism, efficiency, and accountability—maintaining high standards in both project delivery and organisational governance.



FIELD STAFF

PCL's skilled and passionate field team is essential to the successful delivery of our services. Working collaboratively across project planning, implementation and delivery, the team ensures high-quality outcomes on the ground and behind the scenes. Field staff are environmentally accredited and certified and specialise in revegetation, invasive species management, and ecological restoration, flora and fauna monitoring, maintaining strong safety and environmental standards.

Administrative and marketing staff support operations, stakeholder engagement, and communications.

Collectively, the team holds a broad range of industry-recognised qualifications, enabling PCL to deliver work, safely, efficiently, and to best-practice standards.

Field Staff Qualifications Include (but not limited to):

- Certificate III in Conservation and Land Management
- Certificate III in Horticulture
- ACDC License (Agricultural Chemical Distribution Control)
- Remote Pilot License (RePL) for drone operation
- Biosecurity Wash Down Certification
- NMIT Vermin Control
- Chainsaw Certification
- AUSMAP Training & Accreditation
- White Card and Blue Card
- First Aid and CPR Certification

PCL's strength lies in its dedicated team of qualified, experienced staff and committee members who are deeply connected to the Greater Mackay-Whitsunday-Isaac region and its communities. Our people are passionate, values-driven, and committed to delivering meaningful, place-based outcomes through collaboration, care, and local knowledge. This strong organisational base enables us to grow, adapt, and lead with impact.

MEET THE TEAM

CHAIR



Kirili Lamb

Communications and stakeholder engagement manager working in agriculture advocacy, with a 30-year career across journalism, community, environment, theatre & events management, and health/rehabilitation, building from a B.Arts at U.Newcastle across philosophy, drama and sociology.

DEPUTY CHAIR



Vanessa Boettcher

Certified Environmental Practitioner (CEnvP) and a Suitably Qualified Person for the purpose of Protected Plant surveys under the Nature Conservation Act 1992. Ecologist/environmental scientist with 20 years' experience in the environmental field working across government, industry, private consulting and not-for-profit organisations.

TREASURER



Claire Stribbles

Agribusiness banker, with a career spanning nearly 20 years in commercial and agribusiness across rural Victoria and Queensland, Claire brings strong business and financial skills to the table, combined with a personal interest in agriculture and the natural environment.

SECRETARY



Jessica Turchet

B. of Environmental Science. Focus is on the agriculture industry, engaging with landholders on best practice land management. Currently works in the Queensland Government Department of Primary Industries Agvet chemicals and contaminants team.

COMMITTEE MEMBER



Earl Neilsen

Career in horticulturist, nursery operations, landscape designer, and trainer in conservation and land management. Cert 4 in Training and Assessment. Deep local knowledge, and horticultural expertise.

OPERATIONS MANAGER



Nancy Pratt

5 years' experience in Landcare project management. 12 years' experience in business operations. Bachelor of Business - Management and Marketing. Certificate III in Horticulture & Conservation Land Management. Certificate II Agriculture.

PROJECTS COORDINATOR



Donna Jackson

13 years of experience in supervisory and coordination roles in areas of land restoration and environmental education. Foundation Degree in Sustainable Horticulture, Diploma in Business and Management. Certificate III Conservation and Land Management.

PROJECT OFFICER



Tharindu Bambaradeniya

Ecologist and agricultural scientist with over a decade of experience in eco-agriculture, biodiversity monitoring, and integrated pest management. M.Phil. from the University of Peradeniya and has recently submitted his PhD thesis at Murdoch University.

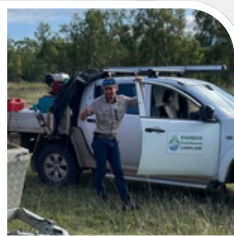
PROJECT OFFICER



Leahanna Lacey

A passionate and dedicated environmental professional with strong expertise in botany, nursery operations, and sustainable land management. Certificate III in Production Nursery and is currently completing a Certificate III in Conservation and Ecosystem Management.

FIELD OFFICER



Mitch McPhail

4 years of hands-on experience in Landcare, specialising in revegetation, habitat restoration, and environmental services. He holds a Certificate III in Horticulture along with certifications in chainsaw operation, ACDC license, Biosecurity Wash Down, First Aid, White Card, and Blue Card

FIELD OFFICER



Lachlan Peach

First year in Landcare with a keen interest and passion for our environment. 2024 School Captain & Dux. SES Volunteer. Currently studying Certificate III in Horticulture. Holds an ACDC license, Biosecurity Wash Down, First Aid, White Card, and Blue Card

HEALTH, SAFETY & THE ENVIRONMENT

Pioneer Catchment Landcare is deeply committed to maintaining a safe and healthy work environment for all staff, volunteers, and community participants.

Workplace health and safety is integrated into every aspect of our operations, from fieldwork to community events. We ensure that all team members are trained in safe equipment use, chemical handling, and risk assessment procedures. We actively promote a safety-first culture by adhering to WHS legislation, conducting regular site risk assessments, and fostering open communication about safety concerns.

This proactive approach helps ensure that everyone involved in PCL's activities can contribute to environmental conservation with confidence and care.



AFFILIATIONS

Pioneer Catchment Landcare (PCL) maintains strong affiliations with government agencies, Traditional Owner groups, environmental organisations, and community networks to enhance the reach, impact, and cultural integrity of our programs, including;

- Queensland Water and Land Council (QWALC) – Member
- Mackay Whitsunday Healthy Rivers to Reef Partnership – Member and Management Committee
- Clean Up Australia Day – 30 years of local delivery
- Reef Clean
- Friends of Parks
- Central Queensland Coast Landcare Network

Project partnerships and collaborations with: Tangaroa Blue, Reef Catchments, Mackay Regional Council, Sarina Landcare Catchment Management Association, Whitsunday Catchment Landcare



BE PART OF THE STORY

Join PCL and help shape a greener, healthier future for our region. As a member, you become part of a passionate network committed to regenerating nature, protecting biodiversity, and strengthening community connections through hands-on conservation. Whether you're interested in restoring native habitats, tackling invasive species, supporting landholders, or inspiring the next generation through education, there's a place for you in the Landcare movement. Our members enjoy access to tailored advice, citizen science projects, local workshops, volunteer opportunities, and social events that celebrate community and country. With in-house resources like fact sheets, WHS guides, and species ID cards, we ensure you're supported every step of the way.



Be part of something bigger—become a member today and help us write the next chapter in our shared environmental story.

Our membership packages have something for everyone!

Corporate

General

Land Carer

*Ask us about Corporate
Volunteering opportunities*

JOIN AS A CORPORATE MEMBER TODAY !!

Support tangible local projects,
restoring our ecosystems, protecting
our biodiversity, and creating lasting
community environmental benefits
for our families and yours.

WHY INVEST



**Local Environmental
Impact**



**ESG Strategy
Alignment**



**Employee and
Stakeholder
Engagement**



Enhanced Reputation



**Carbon Offset &
Sequestration**

Flexible Membership Opportunities:

Choose from Bronze, Silver, or Gold packages, or sponsor targeted environmental projects directly.

Choose to invest in initiatives such as habitat restoration, biodiversity protection, tree planting, citizen science programs, or coastal resilience—projects that deliver real, lasting impact for our environment and community.





PIONEER Catchment LANDCARE

Pioneer Catchment Landcare stands as a trusted leader in environmental restoration and community-driven conservation. With over 30 years of experience, a skilled and passionate team, and a proven track record of delivering results at scale, PCL is ready to partner for a more resilient, biodiverse, and sustainable future.

Together with our collaborators, we turn commitment into action—and landscapes into legacies.

Pioneer Catchment & Landcare Group Inc.

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