

The Royal Botanic Gardens
and Domain Trust
ANNUAL REPORT

2012–2013

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Mrs Macquaries Rd
Sydney NSW 2000

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Letter to the Minister

The Hon. Robyn Parker MP
Minister for the Environment
Parliament House
Macquarie Street
SYDNEY NSW 2000

Dear Minister

I have pleasure in presenting the 2012–13 Annual Report of the Royal Botanic Gardens and Domain Trust for presentation to Parliament.

This report covers in full the Trust's activities and Statement of Accounts in accordance with the *Royal Botanic Gardens and Domain Trust Act 1980*, the *Annual Reports (Statutory Bodies) Act 1984* and the *Annual Reports (Statutory Bodies) Regulations 2010*.

Yours sincerely



Ken Boundy
Chair
Royal Botanic Gardens and Domain Trust



Dr Brett Summerell
A/Executive Director
Royal Botanic Gardens and Domain Trust



Section 1

Chair's & Executive Director's
Reports

Our Organisation

Chair's Report

As we approach the 200th anniversary of the founding of the Royal Botanic Gardens by Governor Lachlan Macquarie in 1816, we are at a pivotal stage in the evolution of this beautiful asset, one which is filled with potential. Over the last 12 months we have released 'LIVING', the strategic plan for the Trust, which articulates our aspiration to be 'world's best, Sydney's own'. The strategic plan also provides a framework for the Master Plan, the first in 198 years!

I was impressed with the way 'LIVING' was developed, with enormous input from staff, external stakeholders and Trustees. The strategy covers all three sites and will continue to be our guiding light as we face many complex decisions around capital investment, delivery of our programs and the growth and sustainability of the organisation.

The Master Plan for the Royal Botanic Garden and Domain will be presented for public comment in November 2013. It has a menu of tantalising options to guide our development in the landscape and built environments over the next 20 to 30 years. The Trustees are genuinely excited about the themes that enable the end of ad hoc decision making. There is a range of low cost and spectacular projects, through to larger developments that will need consultation and partnerships. Major projects on the agenda include the Biome and relocation of the Herbarium. What I can assure you is that the plan enhances the Royal Botanic Garden and Domain and protects the integrity of the assets, green space and heritage of which we are custodians. It aims to better connect visitors with the wonder of the plant world, rather than make any new interventions. It also makes clear delineations between the scientific programs, the calm space of the Royal Botanic Garden, and leisure and events areas such as the Domain.

Apart from creating and maintaining imaginative horticulture and beautiful landscapes, we have an opportunity to bring our visitors on transformative learning experiences. Telling stories around botanical themes, as well as addressing other topical issues (such as water conservation), can be reliably informed by our vast knowledge resources in science and horticulture. If we do it well, the Royal Botanic Garden will increasingly become a global attraction in its own right, one that will inform and delight, rather than be just a lovely garden in a stunning location.

The emerging Master Plan, with its road map for coherent decision making, has also provided a very positive means of engaging with our stakeholders, as well as neighbouring cultural institutions, about the future of the broader area. We would like to embrace the neighbouring cultural institutions in our Bicentenary activities as we increasingly work together to establish and promote the 'cultural heartland' east of the Sydney Harbour Bridge.

I would like to thank our staff who realise that the status quo is unacceptable and who are embracing the change agenda, which demands a focus on our end users, requires us to be more commercially savvy, and demands our responses to the rapidly changing world.

We are extremely fortunate to receive great support from the Foundation and Friends, corporate partners, trusts, foundations and many individuals and volunteers who continually give time, resources and funds to help us achieve our vision. We thank you all for your immense generosity throughout the year. With your help we have kick-started our capital fundraising for the Biome project, embarked on a major program to protect our precious rainforests, and opened the Australian PlantBank.

In September 2013, Professor David Mabberley decided to leave his position as Executive Director of the Trust and put all of his efforts into his international roles and duties. The Trustees and I would like to thank David for his significant contribution to the positive future of the Trust. In particular I acknowledge the role he played in commencing the master planning process and the development of our strategic plan 'LIVING'. I would also like to thank Dr Brett Summerell for stepping up as Acting Executive Director, as he has done so often and capably in the past.



Ken Boundy
Chair
Royal Botanic Gardens and Domain Trust

Executive Director's Report

It has been an exciting and eventful year for the Trust. From the ongoing success of the flying-fox relocation program, the construction of the Australian Plantbank, commencing the Master Plan and the implementation of our new strategic plan for 2012–2015, 'LIVING', it has been a year of many changes.

The Trust has adopted a new vision in the 'LIVING' Strategic Plan:

The Royal Botanic Gardens and Domain Trust, celebrated as one of the world's greatest botanic garden organisations, internationally respected for its work in science, conservation and horticulture, safeguarding places of learning and pleasure for all.

The vision is defined through six strategies: Local, International, Visibility, Imagination, Nurture and Growth.

Development of a Master Plan for the Royal Botanic Garden and the Domain commenced in early 2013 with the appointment of leading architectural firm Cox Richardson, partnered by Grant and Associates whose most recent major project was the Gardens by the Bay development in Singapore. Consultation started in May with 400 responses to an online survey, stakeholder workshops and one-on-one interviews. Further public consultation is scheduled for November 2013 with completion of the Master Plan due in early 2014.

The Trust was awarded a number of significant research grants during the year, including several grants from the Australian Biological Resources Study. These include three fully funded three-year early career research positions. Dr Yola Meti is researching *Lawrencia* (a group of red algae) and Dr Trevor Wilson is researching Australian Lamiaceae (native mints). Dr Matt Renner will continue work on liverworts (moss-like plants). Dr Richard Jobson also received a grant for a three-year project revising Australian bladderworts (*Utricularia*) and Peter Olde (Honorary Research Associate) received funding to work on *Grevillea*.

The disturbance process to relocate the flying-foxes that roosted in the Royal Botanic Garden for over 20 years began in June 2012 and has continued throughout 2012–13. The Garden has been free of roosting flying-foxes for the past 12 months, thanks to the collective efforts of numerous staff. A large number of affected trees are showing a very encouraging, and sometimes remarkable, recovery as a result of the success

of the relocation program. Sadly there have also been a few significant losses, highlighting the need for this program. We have reduced the pre-dawn noise activity, while continuing to monitor the Sydney region's flying-fox colonies.

Replanting of the Palm Grove tree and palm collection has commenced, following the relocation of the flying-fox colony. A spectacular collection of donated palms awaits planting and together with over 400 new plant labels, the renovated Palm Grove promises to continue to be an important part of the Royal Botanic Garden.

Work continued on construction of the Australian PlantBank at the Australian Botanic Garden, Mount Annan throughout 2012–13. The result is a state-of-the-art world-class research facility which will house billions of seeds representing all of Australia's 25,000 seed-bearing plant species, cryogenic storage for plant tissues, teaching and working laboratories which will be on view from a public access area. The magnificent landscape area includes a recycled heritage sandstone and lichen garden and thousands of plants regenerated from cuttings taken from plant species of the critically endangered Cumberland Plain Woodland.

We are delighted that the Australian PlantBank will be officially opened in October 2013 by Her Excellency Prof. Marie Bashir AC, CVO, Governor of New South Wales. The NSW Minister for the Environment, the Hon. Robyn Parker MP, will also attend the opening.

The Trust acknowledges the staff, volunteers and Foundation and Friends of the Botanic Gardens for your continued support throughout the year. We also extend our thanks to the generous business, philanthropic foundations and private donors who contributed \$4.25 million to the Australian PlantBank facility. The Trust looks forward to continuing these important relationships and to showcasing the success of PlantBank to assist with future fundraising campaigns.



Dr Brett Summerell

Acting Executive Director
Royal Botanic Gardens and Domain Trust

Our organisation

The Royal Botanic Gardens and Domain Trust (the Trust) is a statutory body established by the Royal Botanic Gardens and Domain Trust Act 1980. The legislation defines the objectives, powers and functions of the Trust and vests certain land and property in the Trust.

The Trust is responsible for the management and stewardship of the Royal Botanic Garden, Sydney; the Australian Botanic Garden, Mount Annan; the Blue Mountains Botanic Garden, Mount Tomah; the National Herbarium of New South Wales and the New South Wales Seedbank.

The Trust also undertakes and provides scientific and horticultural research, together with advice and education on botany, horticulture and biodiversity.

Trust staff are employed by the Office of Environment and Heritage, a division of the New South Wales Department of Premier and Cabinet. The Board of the Trust reports directly to the Minister for the Environment and has responsibility for all Trust assets and programs.

The Trust acknowledges the traditional custodians of Trust lands — the Cadigal, Darug and D'harawal — and recognises the strength, resilience and capacity of the Aboriginal people of these lands.

Objectives

The *Royal Botanic Gardens and Domain Trust Act 1980* defines the Trust's objectives as to:

- maintain and improve Trust lands, the National Herbarium of New South Wales and the collections of living and preserved plant life owned by the Trust
- increase and disseminate knowledge about the plant life of Australia, and of New South Wales in particular
- encourage the public use and enjoyment of Trust lands by promoting and increasing the educational, historical, cultural and recreational value of these lands.

When acting in pursuance of its Objects, the Trust is required to give particular emphasis to encouraging and advancing the study of systematic botany and to plant conservation.

Vision

Our vision is to be celebrated as one of the world's greatest botanic garden organisations,

internationally respected for its work in science, conservation and horticulture, safeguarding places of learning and pleasure for all.

Mission

As a living organisation, we connect people with plants through imaginative horticulture, beautiful landscapes, transformative learning experiences and cultural events.

As a leading contributor and custodian of botanical knowledge and collections throughout Australasia, we will share our discoveries and be at the forefront of international plant conservation.

'LIVING'

The vision for the Trust is defined through six strategies that form the 2012-2015 'LIVING' Strategic Plan:

LOCAL:

Your Gardens partner and engage with local communities and organisations

INTERNATIONAL:

Sharing our knowledge and experience across the globe to enhance the conservation of the world's flora

VISIBILITY:

An authority on plant conservation, science, horticulture and education, delivering inspirational experiences and advocating green fundraising

IMAGINATION:

It's time to start 'LIVING' the life you've imagined ... [Henry James]

NURTURE:

Nurturing our people, collections and other assets to develop and conserve the Gardens for future generations

GROWTH:

We will cultivate opportunities for enterprise, and engage our supporters to champion our mission for the long-term.

NSW 2021

The LIVING strategy supports NSW 2021: A Plan to Make New South Wales Number One, the New South Wales Government's 10-year plan that guides policy and budget decisions, and sets the direction for the New South Wales public sector.

The Trust contributes to two goals within NSW 2021 for which the Minister for the Environment

and the Department of Premier and Cabinet have lead responsibility:

22. Protect our natural environment
23. Increase opportunities for people to look after their own neighbourhoods and environments

In addition, the Trust contributes to Goal 24: Make it easier for people to be involved in their communities, which has specific targets related to expanding opportunities within the Trust's volunteer programs and increasing the number of volunteers that support the Trust's work.

Global Strategy for Plant Conservation

The Trust is committed to contributing to the objectives and targets set in the Global Strategy for Plant Conservation, which provides a framework for actions at global, regional, national and local levels to conserve plants and vegetation communities.

The Strategy has five key objectives:

- Plant diversity is well understood, documented and recognised
- Plant diversity is urgently and effectively conserved
- Plant diversity is used in a sustainable and equitable manner
- Education and awareness about plant diversity, its role in sustainable livelihoods and importance to all life on earth is promoted

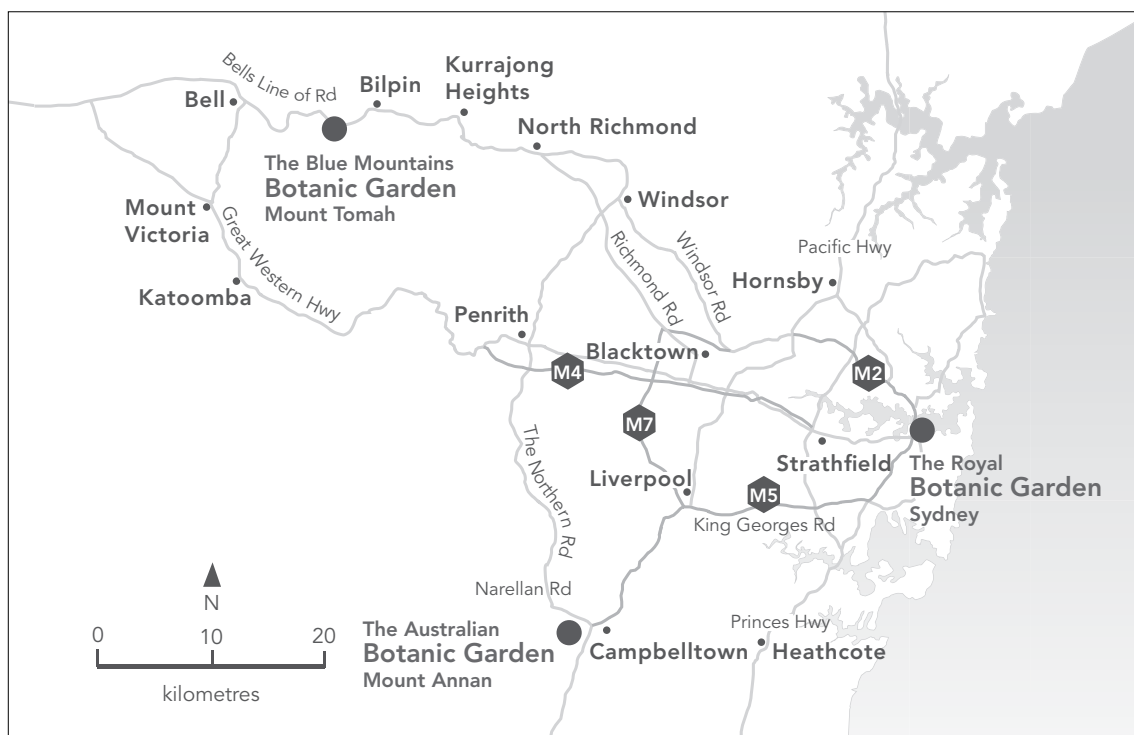
- The capacities and public engagement necessary to implement the strategy have been developed.

A summary of the Trust's activities against these objectives is provided in the Appendices.

Gardens

The Royal Botanic Garden, Sydney is the oldest botanic garden and scientific institution in Australia. Located on the eastern edge of the central business district, it is home to an outstanding collection of plants from around the world, with a focus on Australia and the South Pacific. The 30 hectares of Botanic Garden are surrounded by 34 hectares of urban parkland known as the Domain. Both the Garden and Domain are endowed with significant natural and cultural heritage values, and play a central role in Sydney's festivals and cultural events, as well as the recreational and sporting pursuits of city workers and residents.

Within the Royal Botanic Garden, Sydney is the National Herbarium of New South Wales, a major centre for Australian plant research. The Herbarium contains more than 1.2 million preserved plant specimens, including scientific and historically significant collections and samples collected by Banks and Solander during the voyage of the Endeavour in 1770. The collection provides important reference material for studies



of plants, their relationships and classification. Research includes field studies, DNA sequencing and scanning electron microscopy. Within the Herbarium is the Library of the Royal Botanic Gardens and Domain Trust. It is the premier botanical and horticultural library in Australia, with a world-class collection of botanic, taxonomic and horticultural literature.

The Australian Botanic Garden, Mount Annan showcases the enormous diversity of Australian flora. Covering over 400 hectares between Camden and Campbelltown in Sydney's south-west, it is Australia's largest botanic garden. Its horticultural displays contrast with natural areas of remnant Cumberland Plain Woodland, an endangered ecological community of the region. With its large size and undulating terrain, the Garden is a popular recreational destination for the local community.

The Trust's horticultural research facilities are based at the Australian Botanic Garden, Mount Annan, including the New South Wales Seedbank that will be a key component of the Trust's new research and conservation facility, the Australian PlantBank, when it is completed in October 2013.

The Blue Mountains Botanic Garden, Mount Tomah is situated on a basalt-capped peak, 1000 metres above sea level in the World Heritage-listed Greater Blue Mountains. It features 28 hectares of manicured gardens that display cool-climate plants from around the world and is home to the Greater Blue Mountains World Heritage Exhibition Centre. The botanical collection sits adjacent to 10 hectares of pristine, warm temperate rainforest within a 33-hectare heritage property known as 'The Jungle'. Separated by Bells Line of Road, the Garden also manages a conservation area of 189 hectares of wet and dry sclerophyll forest, including heath, rainforest and some closed forest.



Section 2

Our Achievements

Our Achievements

The achievements set out below are aligned to the Trust's 2012–2015 'LIVING' Strategic Plan.

LOCAL

Your Gardens partner and engage with local communities and organisations

Science and conservation programs

The science and conservation programs of the Trust are recognised and valued internationally, nationally and within the State for their contributions to understanding, managing and conserving plant biodiversity in New South Wales, Australia and across the region.

The Trust's science activities focus on the discovery and description of new species, understanding the biogeography and distribution of plants, understanding the biology and conservation of seed and researching the fungal diseases of native plants and crop species. The high global relevance of the Trust's scientific collections held by the Herbarium and increasingly the seedbank are well recognised.

Biodiversity conservation is increasingly reliant on our understanding of the relative vulnerability of species and communities to current, past and future threats. In the 'Biodiversity and Adaptation Transects' project, the Evolutionary Ecology team combines innovative genetic, environmental and ecological studies to understand the relative impact of historical ('biogeographic') versus current ('adaptive') processes. Collaborative research involving the combination of Next Generation Sequencing, climate modeling and functional databasing is currently underway across two highly biodiverse study systems. Preliminary findings suggest that distributional patterns across Australian rainforests are dictated by long-term disturbance events and the relative capacity of species to colonise available habitat. Across the Sydney region, the differential distribution of adaptive genes across local environmental gradients suggests that fine-scale adaptation plays an important role in defining the distribution and assemblage of local species. As management actions and landscape conservation criteria will be increasingly impacted by urgent anthropogenic needs, proactive restoration strategies that include the understanding of local evolutionary processes will become critical.

The Rainforest Seed Conservation Program which is contributing to ongoing international research into the seed biology of rainforest flora was enhanced this year through substantial funding from the Arcadia Foundation over the next three years. This funding will allow the appointment of additional scientists to research how better to store the seeds of species from wetter environments that are not suited to the usual or 'orthodox' drying and freezing techniques used in seed-banking. This program is screening rainforest species for orthodoxy and developing alternative *ex situ* conservation techniques, especially cryogenics and tissue culture for difficult-to-store species.

Herbarium infestation

Since its first detection in January 2010, the drugstore beetle (*Stegobium paniceum*) continues to resist eradication, causing irreversible damage throughout the collection. An integrated pest management plan in place since this time has mitigated damage to some extent; however, the Trust has now prioritised the urgent renovation or relocation of the Herbarium to ensure long-term protection of this significant asset. Funding for the preparation of the business case for a new Herbarium was provided by New South Wales Treasury and the business case will be submitted in late 2013.

Wollemi pine translocation

A population of almost 200 Wollemi pines (*Wollemia nobilis*) has been planted within the 200 hectare natural area of the Blue Mountains Botanic Garden, Mount Tomah. This planting forms the key component of Heidi Zimmer's PhD program at La Trobe University that is co-supervised by Principal Research Scientist Dr Cathy Offord, with considerable support from the horticultural staff at the Blue Mountains Botanic Garden. The experiment aims to determine if a translocated population of the tree could be effectively established. As the natural location of the Wollemi pine has been affected by *Phytophthora* root rot, it is important to understand what is needed to establish a back-up location if the disease cannot be controlled.

Key Performance Indicators

	2012–13	2011–12	2010–11	2009–10
Peer reviewed scientific publications, general articles and presentations	149	162	122	152
Citation rate (ratios):				
Systematic botany	1.6	1.9	1.2	2.0
Horticultural research	1.0	1.0	1.0	0.9
Ecology	0.9	0.9	0.9	0.9
Population genetics	5.4	5.8	5.8	5.9
Plant pathology/mycology	3.3	3.3	2.5	2.6
Species described or reassessed	60	20	47	64
Grant-funded research projects	27	16	21	19
Accessions of NSW threatened species in the Seedbank	782	502	446	402
Acquisitions to the Herbarium	7,708	1,887	4,230	5,650
Herbarium specimens databased	8,326	7,987	7,964	11,366

Increased visitation to the Australian Botanic Garden, Mount Annan and the Blue Mountains Botanic Garden, Mount Tomah

As a result of the removal of entry fees to the Australian Botanic Garden and the Blue Mountains Botanic Garden, visitation has increased dramatically, especially at the Australian Botanic Garden.

	2012–13	2011–12	2010–11	2009–10
Visits to				
The Royal Botanic Garden, Sydney	3,990,834	3,544,344	3,657,284	3,854,750
The Australian Botanic Garden, Mount Annan	316,743	325,251	116,168	84,509
The Blue Mountains Botanic Garden, Mount Tomah	177,342	128,645	75,044	70,031
People using the Domain for booked sports activities	62,910	59,300	65,379	72,732
People attending public events				
The Royal Botanic Garden, Sydney	411,104	433,482	378,618	419,717
The Australian Botanic Garden, Mount Annan	24,000	23,495	21,428	16,207
The Blue Mountains Botanic Garden, Mount Tomah	130,316	65,498	46,295	24,384
Total event and venue bookings				
The Royal Botanic Garden, Sydney	2,000+	1,264	1,076	997
The Australian Botanic Garden, Mount Annan	425	306	301	248
The Blue Mountains Botanic Garden, Mount Tomah	305	349	354	298
Visitors satisfied with facilities, services and programs (%)	96	92	97	94

At the Australian Botanic Garden, in response to over 320,000 visitors, NSW Government funding was provided for eight new barbecues, two new barbecue shelters, a new toilet amenity block, 4730 sq metres of new turf and fifteen new picnic table settings. Another toilet amenity was rebuilt after termite infestation.

Plant propagation

Over 36,000 plants were successfully propagated this year, including more than 24,500 from cuttings, 12,000 from seeds and nearly 400 grafts. This represents the largest single propagation project since the establishment of the Australian Botanic Garden, Mount Annan in 1987. 25,000 of these plants were propagated for the PlantBank landscape, exclusively local native species from the Cumberland Plain Woodland. All propagation material for this major project was sourced from seeds, cuttings and fern spores within the Australian Botanic Garden and included several species grown for the first time.

Learning opportunities

The Trust continued to provide many opportunities for learning during the year, including its successful schools program, *Dandy Lions*, school holiday programs and community greening programs. An Aboriginal heritage tour was developed and launched at the Blue Mountains Botanic Garden, Mount Tomah and the number of volunteers increased during the year.

Key Performance Indicators

	2012–13	2011–12
Participants in school and public education programs	29,153	19,752
Participants in Community Greening program	4,572	5,246
Participants in Youth Community Greening program	3,361	4,438
Volunteers contributing to Trust programs	644	572

INTERNATIONAL

We will share our knowledge and experience across the globe to enhance the conservation of the world's flora

Asia-Pacific Capacity Building Action Plan

The Trust continued to contribute to the long-term conservation of plants and their habitats worldwide, by building capacity and sharing expertise among botanic gardens of the Asia-Pacific region.

Rationale

The Trust is a leading botanic garden in Australia and internationally, with the capacity and expertise to help. It has good historical connections with countries in the Asia-Pacific region and Australia and New South Wales both have interests in the local region that this could enhance.

The Trust has strong links with some countries and botanic gardens, for example Bogor (Indonesia) and Singapore, and will use these relationships to further the program. Countries that have been identified as high priorities, due to historical linkages, proximity or need, include Papua New Guinea, Indonesia, East Timor, Vietnam and New Caledonia.

Progress against actions

Establish relationships opportunistically with botanic gardens within the region

A delegation from Bidoup Nui Ba National Park (BDNBNP), Vietnam travelled to Sydney to develop an understanding of the conservation work, fundraising activities, development aspects and display collections of a modern botanic garden. The group visited the Royal Botanic Garden Sydney, the National Herbarium of New South Wales, the Blue Mountains Botanic Garden, Mount Tomah and the Australian Botanic Garden, Mount Annan to view collections and talk with staff about challenges facing their work. The group also visited and met with staff at the Royal National Park for insight into conservation and public engagement within the national park system. One of the delegation remained with the Australian Botanic Garden, Mount Annan for a further three weeks to obtain critical work experience in plant propagation, seed collection and horticultural techniques.

At the invitation of BDNBNP the Trust sent two staff to Vietnam in December, to assist with additional landscape planning for the proposed botanic garden development, building on the trust and cooperation developing between our organisations. Following this visit the Trust

and BDNBNP entered into a Memorandum of Understanding to confirm a mutual commitment to building the capacity that will enable Vietnam to develop its knowledge of botanic gardens and plant sciences. The Trust was supported in these activities by its principal conservation partner, HSBC.

Develop a Diploma in Asia-Pacific Botanic Gardens Management with Singapore Botanic Gardens, Botanic Gardens Conservation International and Botanic Gardens of Australia and New Zealand

There were no activities for this action during the year.

Integrate the Asia-Pacific Capacity Building program, along with any other international training projects for botanic gardens, in the Australian PlantBank

The Australian PlantBank at the Australian Botanic Garden, Mount Annan is due to be completed in October 2013. The relocated Seedbank in this new facility will act as a repository for seed collections from across the Asia-Pacific region. Funding has also been secured from the Arcadia Foundation to employ a seed training officer whose focus will be seed conservation activities in rainforest throughout eastern Australian and the Asia-Pacific. Meetings were held with staff from the Millennium Seed Bank at the Royal Botanic Gardens Kew, regarding joint collaborative efforts to collect and store seed from plants in the Pacific region and for Royal Botanic Gardens' Kew staff to be partially located at the Australian PlantBank.

Development of interactive identification tools for common trees of Papua New Guinea

Work on the Guide to trees of Papua New Guinea project (www.pngplants.org) continues as part of a collaborative research initiative with the Papua New Guinea National Herbarium to document the tree flora of that country.

Attracting visitors from around the globe

Over 4220 visitors enjoyed a volunteer guided tour at the Royal Botanic Garden, Sydney during the year with 65 per cent from an overseas destination. Tours included a free guided walks, theme walks and paid tours.

'Sydney's Royal Botanic Garden Experience' was developed as a guided walk, especially for the inbound tourist market and the visitor and educational experiences of the Trust were profiled at the Australian Tourism Exchange and Australian Tourism Export Council with strong interest from the inbound tourism industry. A new online visitor survey will be available in English, Mandarin, Japanese, German and Spanish.

Seven hundred Malaysian Amway employees conducted plant related team building activities as an incentive reward at the Royal Botanic Garden.

VISIBILITY

A respected voice on plant conservation, science, horticulture and education, delivering inspirational experiences and advocating green fundraising.

Harbourlights, a new revenue generating event, was held at the northern end of Fleet Steps on New Years Eve. Harbourlights, Midnight at the Oasis and Lawn with a View were very popular and tickets sold out in record time.

Autumn in Your Gardens is the Trust's flagship event, showcasing the Trust as a cultural organisation with resources to share with the community. The festival endeavours to show the connection between plants and people across the globe and in so doing, the need to conserve plant life.

Autumn in Your Gardens was held across all three Gardens, with increased attendance at all major events within the program. The festival included a botanical trivia night, art workshops, opera and guided walks, AnnanRoma food and wine festival at the Australian Botanic Garden and TomahRoma food and wine festival at the Blue Mountains Botanic Garden, each featuring locally grown produce.

In 2012 Autumn Vibes at the Royal Botanic Garden was a Best Community Event in Australia finalist. Autumn Vibes celebrated the Trust's plant collections from China, Japan, India, the Pacific and Indonesia — as well as Australia's own native plants — through music, dance and art. A festival highlight was the spectacular Taikoz drumming group, whose music linked to the HSBC Oriental Garden.

Autumn in Your Gardens (March – May)

Site	2013	2012	Variance
The Royal Botanic Garden, Sydney	968,347	925,803	5%
The Australian Botanic Garden, Mount Annan	91,155	86,675	5.2%
The Blue Mountains Botanic Garden, Mount Tomah	59,774	42,572	40%

Autumn in Your Gardens — Community Events

	2013	2012	Variance
AnnanROMA	7,000	6,000	17%
TomahROMA	3,500	2,500	40%
Autumn Vibes	17,000	16,000	6%

Opera Australia's *La Traviata* hosted on Fleet Steps at the Royal Botanic Garden received Australian Event Awards for the best cultural and arts event and the gold award for the best event in the country. Staff from the Royal Botanic Garden spent nearly a thousand hours helping to make *La Traviata* possible.

Unique visits to the Trust's website increased to 691,531 during 2012–13, compared to 598,940 unique visits in 2011–12 and 9,534 people 'liked' the Trust on Facebook during the year, compared to 4,734 people in 2011–12. The subscriber database for *Your Gardens* e-news increased from 8,000 to nearly 20,000.

The Botanic Gardens YouTube channel was launched in December 2012 with seasonal, special announcements and events segments regularly produced for a growing audience. A new 30-second commercial 'Love Your Gardens' was produced to screen at outdoor cinema opportunities in the Domain. The Trust received 2475 media mentions during the year, compared to 2180 in 2011–12.

Directional signage throughout the Royal Botanic Garden was upgraded to improve wayfinding for visitors and a new map for visitors is being developed. New banners were also installed along the front entrance to the Australian Botanic Garden, Mount Annan.

External reviews were conducted into the Venue Management & Retail Services Units. The reviews made recommendations regarding the objectives, actions and milestones for venue management and retail services to reflect the strategies and goals set

out within the 2012–2015 LIVING Strategic Plan. A review of procurement procedures across Venue Management was also conducted to streamline processes and align with current NSW Government procurement guidelines.

IMAGINATION

It's time to start LIVING the life you've imagined ...
Henry James

Master Plan for the Royal Botanic Garden, Sydney and the Domain

Cox Richardson Architects were appointed in early 2013 to develop the first ever Master Plan for the Royal Botanic Garden and Domain. The Master Plan will acknowledge the different ways the site is used, and the challenges inherent, to provide a blueprint for the preservation of the site's key elements and its evolution as a recreational and tourist destination.

Importantly, the historically, scientifically and culturally significant plant collection within the Royal Botanic Garden is to be protected, while better ways will be sought to manage the Domain. The development of the Master Plan is intrinsically linked to the goals and objectives of the Royal Botanic Garden and Domain Trust's 2012–2015 strategic plan.

Public consultation for the Master Plan included stakeholder meetings and involved Garden staff (past and present), volunteers, frequent users of the Garden and Domain, nearby residents, donors, the indigenous community and surrounding institutions such as the Opera House, Art Gallery of NSW, Conservatorium and State Library. In addition to the media announcements, the public consultation was promoted via the Trust's website, electronic signs in the Royal Botanic Garden and on Facebook. The public will be given an opportunity to comment on the draft Master Plan in November 2013, with the Plan being due for completion in early 2014.

PlantBank interpretation strategy and online public engagement

An interpretation strategy was developed to complement the Australian PlantBank. Highlights include a custom-designed display known as the Diversity Wall, which tells the story of plant diversity through 44 unique drawers and showcases that house objects, illustrations, photographs and interpretive text. A large number of these sections are interactive, and invite the audience to respond, with information provided in a diverse range of formats.

Work continued on an online public engagement project for PlantBank, funded by an Environmental Trust grant. The project will deliver a 'Connected Classroom' to expand reach for interactive learning, a smart-phone app with three self-guided trails for visitors, a mini website for Plantbank, film clips on Trust scientists and their work, and a ClimateWatch trail and workshops, all creatively delivering the PlantBank message of plant conservation and seedbanking.

2012 Artist-in-Residence

2012 Artist-in-Residence, Phillippa Carnemolla, created a magnificent kinetic sculpture entitled the *Breathing Conifer* with the assistance of groups of special-needs school students and homeless youth. This sculpture was hung in the Fernery at the Royal Botanic Garden from March 2013 and attracted wide media coverage and visitation.

NURTURE

We will nurture our people, collections and other assets to develop and conserve the Gardens for future generations.

Specialist heritage conservation contractors commenced work on the restoration of the Woolloomooloo Gates in May 2013. Work will include sandstone replacement/repairs, metal work, painting, stone cleaning and re-pointing.

Managing invasive species

Myrtle rust

A continuing threat to Australian rainforest flora, as well as other members of the family Myrtaceae (including the eucalypts) is the arrival and spread of the disease myrtle rust, now positively identified as being a strain of the fungus *Puccinia psidii*. Several rainforest species have been identified as being particularly susceptible, and will be prioritised in the germplasm conservation program which aims to collect, assess and store 145 species of rainforest plants over the next three years. The Conservation Botanist delivered training courses in collaboration with the Australian Network for Plant Conservation on the awareness, detection and management of myrtle rust to land managers across New South Wales, the Northern Territory, Western Australia and Lord Howe Island.

In addition, scientists in the plant pathology and mycology section were funded by Plant Health Australia to investigate the taxonomy of the myrtle rust pathogen and to determine what genus it actually belongs to and what other types of rust fungi it is related to. This information is critical in the development of management strategies for

the disease as it allows more accurate predictions of its biology and ecology. Research activities also continued to document and describe new species of *Fusarium*, including foliar and soil-inhabiting varieties, as well as *Phytophthora*, which contributes to understanding the movement and distribution of these plant pathogens, hence informing disease management strategies.

Armillaria root rot

The plant pathology and horticulture teams collaborated to finalise an updated management plan for *Armillaria* root rot, a destructive disease caused by the native fungus, *Armillaria luteobubalina*. The disease can adversely affect and eventually kill a broad range of trees and woody shrubs and is present at a number of locations across the Royal Botanic Garden.

Cherry laurel at the Blue Mountains Botanic Garden

A number of species of plants were assessed on the basis of their potential as weeds at the Blue Mountains Botanic Garden, Mount Tomah. There are a large number of cherry laurels (*Prunus laurocerasus*) present in the Garden. Although hedges were pruned regularly to prevent fruiting, they were still invasive and in late 2012 removal of the hedges commenced. Replacement species include *Telopea speciosissima* and *Podocarpus macrophyllus* 'Maki'. Removal of the cherry laurel is expected to be completed in early 2014.

African olive at the Australian Botanic Garden

Significant progress was made in mechanical clearing of dense stands of African olive along the eastern ridge of the Garden. Of the total 86.9 ha of dense olive forest, 42.4 ha have now been cleared or treated. An African olive workshop and field day was delivered on site and a further workshop run for the Hunter Central Rivers Catchment Management Authority.

Two hundred metres of Mount Annan Creek line near the Macarthur Centre for Sustainable Living was upgraded and cleared of weeds. The appearance of a new insect, the eucalypt psyllid, was monitored. Treatment, in collaboration with industry and research partners, resulted in a reduction of pest numbers by early 2013.

A management strategy to control the noxious weed, Chilean needle grass, was developed and implemented and 300 local native trees were planted by Transgrid staff to form a fauna corridor link between woodland areas opposite the Australian PlantBank.

Land and built assets

New public amenities in the Yurong Precinct of the

Domain were completed and recognised with a prestigious award for architectural innovation and environmentally-sustainable design. The building received acclaim at the 2013 Australian Institute of Architects' NSW Architecture Awards, winning the Architecture Award in the category of Small Project Architecture. The new building has 24-hour access, rainwater collection for toilet flushing, disability-access, sensor-operated taps and cisterns, LED lighting, and is constructed with plantation-grown timber and recycled building materials.

GROWTH

We will cultivate opportunities for enterprise and engage our supporters to champion our mission for the long-term.

A primary focus of the Trust's Growth objective is to increase income from fundraising. In 2012–13 the foundations for a revitalised focus on fundraising were established.

Foundation and Friends of the Botanic Gardens Ltd (Foundation & Friends) was established in July 2012 when Friends of the Botanic Gardens Inc. and the Royal Botanic Gardens Foundation merged. The merger was a significant step forward as it has

enabled the fundraising efforts of Foundation and Friends to be more streamlined with the Trust, as well as ensuring both organisations work closely together, particularly with respect to marketing, fundraising, events and volunteers. Foundation and Friends has remained an independent entity but is operating more effectively to provide an expanded level of support to the Trust.

Community and Education Programs received a grant from the Environmental Trust to develop a Connected Classroom facility; an educational self-guided tour mobile phone application, and a mini website for PlantBank.

Sponsorship and grants to support the Trust's communication, events and programs were strong over the year and included the \$74,000 from the Environmental Trust for PlantBank educational new media resources; Japan Foundation for Autumn Vibes; Transgrid and Landcom for improvements at the Australian Botanic Garden, Mount Annan and Carols in the Garden.

Almost 60 students and staff from the Sydney Conservatorium of Music volunteered their time to perform at Autumn Vibes as in-kind sponsorship, forming part of the Trust's music partnership with the Conservatorium.



Section 3

Community Support

Appendices

Community Support

Foundation and Friends of the Botanic Gardens

Foundation and Friends of the Botanic Gardens Ltd (Foundation and Friends) was established to encourage the use and enjoyment of the Royal Botanic Gardens and Domain Trust (Trust) and to involve the community in the scientific, educational, horticultural, cultural and recreational functions of the Trust. Foundation and Friends serves as a link between the Trust and the community, and promotes, supports and contributes to the development of the Trust.

Foundation and Friends was formed in July 2012 when Friends of the Botanic Gardens Inc. (Friends) and the Royal Botanic Gardens Foundation (Foundation) merged under the existing structure of Friends. Foundation and Friends is also the Corporate Trustee of a new trust fund, namely Foundation and Friends of the Botanic Gardens Trust Fund. This trust fund accepts donations and is able to issue tax deductible receipts for these donations. All monies donated to this trust fund are held for the benefit of the Royal Botanic Gardens and Domain Trust. The merger was a significant step forward as it has enabled the fundraising efforts of Foundation and Friends to be more streamlined with the Trust, as well as ensuring both organisations work closely together, particularly with respect to marketing, fundraising, events and volunteers. Foundation and Friends has remained an independent entity but is operating more effectively to provide an expanded level of support to the Trust.

Foundation and Friends is governed by its Board of Directors. The six elected Directors are Clive Austin (Chairman), Raoul de Ferranti (Deputy Chairman), Richard England, Tim Jackson, Tony Sherlock and Hugh Springford; the four appointed Directors are John Egan (Trustee Representative), Donna Payne (Development Director), Debbie Mills (Chief Executive Officer) and the Executive Director of the Trust.

Financial support

The Trust is privileged to receive financial support from generous individuals, philanthropic foundations, government grants, business sponsorship and Foundation and Friends.

We recognise below the support received in 2012–13

from philanthropic foundations and businesses and those individuals and private foundations who have made a significant financial contribution in the past five years, either directly to the Trust or via the Foundation and Friends (and the former Friends and Foundation entities). The Trust greatly appreciates all the support provided by past and present donors, including the generous commitments made by those who have made a bequest provision for the future.

Major donors

Estate of Clive & Lorna Backhouse, Roslyn Baker, Beswick Family Fund, Tom Breen & Rachael Kohn, The Clayton Family, Eden Foundation, James O. Fairfax AC, John B. Fairfax AO, Dr Alistair Hay, Douglas & Tim Jackson, Jamoca Foundation, Susan Maple-Brown AM and the late Robert Maple-Brown AO, Tony Maxwell & Robyn Godlee, Neilson Foundation, Geoffrey & Rachel O'Connor, Pace Foundation, Gretel L. Packer, Roslyn Packer AO, Estate of Cliffina Thersey Rathborne, Alex & Dorothy Robertson, Herman Slade Orchid Fund, Estate of Josephine Swane, The Tieck Family, Mary Whitton, Anonymous (1)

Donors

Ruth Armytage AM, Robert & Simone Arnott, Clive & Patricia Austin, Greg & Myra Bell, Prof. Carrick Chambers AM & Margaret Chambers, Robert & Janet Constable, Jennifer Crivelli, Peter & Penny Curry, Dr Ian & Diana Daly, Prof. Noel Dan AM & Adrienne Dan, Dr Gillian Davies, Raoul de Ferranti & Dr Marilyn Sleigh, Julie Drew & Michael Grace AM, Richard & Harriett England, Jane & Justice Peter Garling, Sue Gazal, Anne & Kelvin Geddes, Neville Grace, Greatorex Foundation, David & Kathryn Groves, Bill & Kate Guy, David Healey, Max & Tess Hooper, Liv-Better Foundation, Nina Loder, Judith MacIntyre, Cyril & Margaret Maloney, Ian & Helen McLachlan, Mundango Abroad, Drs Bill & Sarah Nelson, Playoust Family Foundation, Dr Jan Roberts & Mr Ken Roberts AM, Mark Sampson, Reg Seally, Sam & Helen Sheffer, The Siemon Family, Alice Simpson & Robbie Feyder, Prue Socha, Maxine Stewart, Lois & Ron Stewart Bequest, Prof. Colin Sullivan AO & Janette Sullivan, Dr Peter Valder OAM, Edward & Morna Vellacott, Jill Wran AM, Anonymous (2)

Principal Conservation Partner

HSBC

Major corporate sponsors

BHP Billiton/Illawarra Coal, Bloomberg LP, Corrs

Chambers Westgarth, Family & Community Services, Housing NSW, Landcom, TransGrid

Sponsors

Alpine Nurseries, Eden Gardens and Garden Centre, Four Seasons Hotel Sydney, Interlink Roads, Neutrog, Northcote Pottery Nurseries, Oasis Horticulture, Pillingers Hiring Service, Proteaflora, Treloar Roses, Tyrrell's Wines, Yates

Corporate Club

Thinc, Turning Green

Charitable and government grants

Australian Biological Resources Study, Australian Research Council, Arcadia, Australian Government Department of Sustainability, Environment, Water, Population and Communities, Balnaves Foundation, Bioplatforms Australia Ltd, Dahl Trust, Eden Foundation, FORENET, African-Caribbean-Pacific Secretariat of the European Union, Gosford City Council, Horticulture Australia Ltd, Ian Potter Foundation, Institut Agronomique neo-Caledonien, Mazda Foundation, Millennium Seed Bank Kew, National Environmental Research Program, NSW Environmental Trust, NSW Office of Environment and Heritage, Plant Health Australia and Department of Agriculture, Fisheries and Forestry, John T. Reid Charitable Trusts, Slade Foundation/ARC Funders, The Fenner School of Environment and Society, Vincent Fairfax Family Foundation

Further information on external grant monies funded to the Trust for special research projects is available in the Appendices. Further information on Corporate Supporters and Government and Foundation grants can be found on the Trust website: www.rbgsyd.nsw.gov.au/support/Funding_partners

Volunteer programs

The Trust acknowledges the significant contribution of volunteers to its programs and their role in promoting the appreciation and conservation of plants. In conjunction with the United Nations' International Volunteers' Day, Trust and Foundation and Friends' volunteers were recognised for their contribution to the Trust on 4 December 2012 at NSW Parliament House: 30 years service (4 volunteers); 25 years service (1 volunteer); 20 years service (2 volunteers); 15 years service (11 volunteers); 10 years service (51 volunteers).

The Trust uses the NSW Volunteering Strategy as its reference point for setting the direction for volunteer programs, and is committed to providing a range of specific volunteering opportunities where people can contribute in their existing areas of skill and expertise and also gain further experience and the benefits of life-long learning.

The Trust has established a new program, the Visitor Experience Volunteer Program at the Royal Botanic Garden, as part of the 'LIVING' strategy. Volunteers will monitor visitor satisfaction and assist visitors in Trust events. All volunteer programs for the Trust and Foundation and Friends are overseen by the Trust's Manager Volunteer Programs.

	2012-13	2011-12	2010-11	2009-10
No. of Volunteers	644	572	627	697
Hours contributed	43,415	47,568	40,242	37,577

The Trust would like to thank its volunteers for their help and support with the following programs:

The Royal Botanic Garden, Sydney

Artist-in-Residence, Begonia Garden Volunteers, Volunteer Guides, Wildlife Monitoring

Science and Conservation Volunteers

Botanical Identification Counter, Herbarium Specimen Mounting, Library, Molecular Lab, PlantNET, Plant Pathology, Special Projects

Foundation and Friends

Growing Friends, Office, Information Booth, Catering, Exhibitions and Special Events, Flying-Fox Monitoring, Watering, Committee and General

The Australian Botanic Garden, Mount Annan

Bush Regeneration Volunteers, Volunteer Guides, Wildlife Monitoring

Foundation and Friends

Growing Friends, Catering, Exhibitions

The Blue Mountains Botanic Garden, Mount Tomah

Volunteer Guides

Foundation and Friends

Growing Friends, Catering, Exhibitions

Corporate Governance

The Royal Botanic Gardens and Domain Trust is a statutory body established by the *Royal Botanic Gardens and Domain Trust Act 1980*. The legislation defines the objectives, powers and functions of the Trust and its Board of Trustees, and vests certain land and property in the Trust. It also governs the Regulations relating to all three Botanic Gardens and the Domain. The Trust is formally accountable to the Minister for the Environment for fulfilling its statutory requirements.

Non-executive Board members are appointed by the Governor of NSW on the recommendation of the Minister for a renewable term of up to four years. The Board's membership represents a diversity of expertise and experience in horticulture, plant sciences, commercial business, construction, tourism, marketing, law, industrial relations, education and cultural and community affairs.

In 2012–13 staff were employed through the Office of Environment and Heritage, Department of Premier and Cabinet (NSW). The assets and programs remain the responsibility of the Trust.

Legislative changes

In 2012–13 there were no changes to *Royal Botanic Gardens and Domain Trust Act 1980*.

Remuneration

Remuneration of Trustees is determined in accordance with the Public Service Commission's Classification and Remuneration Framework for NSW Government Boards and Committees. In 2012–13 the Chairperson received an annual fee of \$30,000 and the other Trustees each received \$3,675 per annum.

Trust liability

Trustees and employees of the Trust are covered by the Treasury Managed Fund for any legal liability, as long as the action is not illegal or criminal or outside the scope of their duties.

Best practice

In meeting the Trust objectives and setting a clear strategic direction for the organisation, the Trustees are committed to best practice in corporate governance. In 2012–13, Trustees conducted their activities with reference to the Premier's Conduct Guidelines for Members of NSW Government Boards and Committees.

Trustee's disclosure

There were no declarations from any Trustee of conflicts of interest or gifts received in 2012–13.

Trust meeting attendance

The Director, Finance and Commercial Operations was Secretary to the Trust during 2012–13 and keeps the common seal. The Senior Executive Assistant records the minutes of the Trust. The Trust met six times in 2012–13.

Trustee	Meetings attended
Ken Boundy (Chair) ¹	6 out of 6
John Egan	6 out of 6
Diana Eilert ²	1 out of 1
Sandra Hook ³	4 out of 4
Professor Lesley Hughes ⁴	2 out of 3
Sibylle Krieger	6 out of 6
Tom Pinzone	4 out of 6
Vanessa Priest ⁵	3 out of 3

¹ Mr Boundy's tenure began 1 July 2012

² Ms Eilert's tenure began 19 June 2013

³ Ms Hook's tenure began 7 November 2012

⁴ Prof. Hughes' tenure ended 1 February 2013

⁵ Ms Priest's tenure ended 1 February 2013

Internal Audit and Risk Management Statement for the 2012–13 Financial Year for the Royal Botanic Gardens and Domain Trust

I, Ken Boundy, Trustee on the Royal Botanic Gardens and Domain Trust, am of the opinion that the Royal Botanic Gardens and Domain Trust has internal audit and risk management processes in place that are, in all material respects, compliant with the core requirements set out in Treasury Circular NSW TC 09/08 Internal Audit and Risk Management Policy. These processes provide a level of assurance that enables the senior management of the Royal Botanic Gardens and Domain Trust to understand, manage and satisfactorily control risk exposures.

The Royal Botanic Gardens and Domain Trust has established an outsourced internal audit service delivery model due to its size.

I, Ken Boundy, Trustee on the Royal Botanic Gardens and Domain Trust, am of the opinion that the Audit and Risk Committee for the Royal Botanic Gardens and Domain Trust is constituted and operates in accordance with the independence and governance requirements of Treasury Circular TC 09/08.

The Chair and Members of the Audit and Risk Committee are:

- Ms Sibylle Krieger (23 August 2011 to 22 August 2015, Chair Finance Audit and Risk Management Committee from 2 February 2013)
- Mr Tom Pinzone (26 April 2010 to 25 April 2014, Chair Finance Audit and Risk Management Committee to 1 February 2013)
- Ms Vanessa Priest (2 February 2009 to 1 February 2013)

In accordance with a resolution of the Royal Botanic Gardens and Domain Trust, dated 27 June 2013.



Ken Boundy
Chair, Royal Botanic Gardens and Domain Trust

Trustees

KEN BOUNDY

MAgr Sc, MBA, FAICD

(Appointed Chair 1 July 2012; present term expires 30 June 2014)

Ken is a company director, business owner and executive coach with a keen interest in plants, conservation and biodiversity. He is Chair of Regnan Governance, Research and Engagement and of Hydrasyst, a 'clean tech' water treatment business. Ken also sits on the boards of Australian Bauxite and NetComm Wireless. In previous executive roles, Ken headed up Tourism Australia and held senior leadership roles in private sector businesses in the wine, food and building materials industries, after starting his career as a research agronomist — where he helped develop lupins as a grain crop. He is a part owner of Corinna Wilderness Experience, an ecotourism destination in the Tarkine region of north-west Tasmania.

JOHN EGAN

BA (Hons), MBA, FAIM, FAICD, FIMC

(Appointed 18 March 2010; present term expires 25 June 2014)

John is a career management consultant, with particular interests in board governance, the alignment of strategy with organisation structure and executive reward. He has advised the majority of Australia's top 200 companies. John served on the Federal Council of the Institute of Management Consultants for a number of years, including a term as President, and was Chair of the Advisory Board of the Faculty of Economics and Business at the University of Sydney from 2001 to 2010. John is an Adjunct Professor in the School of Business and is an Honorary Fellow of the University of Sydney. He is a board member of the Foundation and Friends of the Botanic Gardens, a member of the Planning and Estate Management Committee and has a particular interest in cool-climate gardens (www.thebraesgarden.com).

DIANA EILERT

BSc, MCom

(Appointed 19 June 2013; present term expires 18 June 2016)

Diana is a senior non-executive director who brings three main skills to boards — extensive operational experience as a Group Executive/CEO running large businesses, a strength in strategy and, in recent years, significant work in digital business and models. She is appointed to the boards of AMP Life, Queensland Urban Utilities

(Queensland's largest water retailer), and digital real estate business 'onthehouse'. Previously Diana was a director of realestate.com.au, Chair of GIO Australia and director of other Suncorp subsidiaries. Diana's significant P&L experience includes running Suncorp's entire insurance business and, in her 10 years with Citibank, running the mutual funds business, the mortgage business and Direct Bank. She developed her strategy and digital skills as a Principal with AT Kearney, as a Partner with IBM and, recently, as Head of Strategy & Corporate Development with News Ltd.

Diana holds a BSc (Syd) in maths and chemistry, a MCom (UNSW) in Finance and Marketing and is a member of Chief Executive Women.

PROFESSOR LESLEY HUGHES

BSc (Hons), PhD

(Appointed 2 February 2009; tenure expired 1 February 2013)

Lesley is internationally recognised for her research on the impact of climate change on biodiversity, and more broadly on evolutionary ecology. She is currently the co-convenor of the Terrestrial Biodiversity Network, operating under the auspices of the National Climate Change Adaptation Research Facility, a lead author on the Intergovernmental Panel on Climate Change (IPCC), a member of the Land Sector Carbon and Biodiversity Board, and a federal Climate Commissioner. Lesley chaired the Scientific Committee of the Trust.

SANDRA HOOK

GAIDC

(Appointed 7 November 2012; present term expires 6 November 2015)

Sandra is a company director and a marketing and media expert with a successful background running businesses across print, TV, magazines, digital and PR. The former CEO of NewsLifeMedia (News Limited), she was responsible for more than 20 leading consumer brands and oversaw the rapid growth of the division's digital operation. Prior to this, Sandra held senior executive roles with Foxtel, Austar, Fairfax, ACP, and Murdoch Magazines. For eight years she was a board member of Horticulture Australia and consulted widely to the nursery industry. Sandra is a Trustee of the Sydney Harbour Federation Trust and a board director of the Sydney Fish Markets. Sandra is Chair of the Royal Botanic Gardens and Domain Trust Public Engagement Committee and is keenly focused on consumer trends and the power of consultation and collaboration.

SIBYLLE KRIEGER

LLB (Hons), LLM, FAICD, MBA

(Appointed 1 June 2010; present term expires 31 May 2014)

Sibylle Krieger has 35 years of broad commercial experience as a lawyer, company director, economic regulator and independent consultant. She was a partner of two major commercial law firms for 22 years and held several management roles. She holds an MBA from Melbourne Business School. Sibylle has served as a Tribunal member of the Independent Pricing and Regulatory Tribunal for two terms and as a Trustee of Sydney Grammar School. Sibylle has held non-executive board roles in Sydney Ports Corporation, Allconnex Water in Queensland and TasWater in Tasmania. Sibylle chairs the Trust's Finance, Audit and Risk Management Committee.

TOM PINZONE

BEng (UNSW), FIEAust, MICE, MAICD

(Reappointed 26 April 2010; present term expires 25 April 2014)

Tom is a consulting civil engineer with over 35 years professional experience. For the majority of his career he worked with GHD Pty Ltd and held a variety of senior technical, managerial and corporate positions, including six years as a director. Prior to his retirement he was GHD's Global Leader Transport. He was the co-author and leader of a widely quoted series of Australian Infrastructure Report Cards. He has a long history of service with professional and industry associations at executive and committee level, including Engineers Australia, Consult Australia, Infrastructure Partnerships Australia and the Warren Centre and has served on a number of government advisory groups. Tom is very involved with Trust projects and chairs the Trust's Planning and Estate Management Committee. Tom is also a member of the Trust's Finance, Audit and Risk Management Committee.

VANESSA PRIEST

DipTeach, BCom, MTax, CA

(Appointed 2 February 2009; tenure expired 1 February 2013)

Vanessa is a Director of Taxation with PKF and has 18 years' experience in chartered accounting, all of it in taxation advising and consulting. She is a member of the Institute of Chartered Accountants in Australia, the Taxation Institute of Australia and has a Masters of Taxation Law. Vanessa's client base includes corporates, large family trusts and various deductible gift recipients, and she has a

particular interest in the tax issues associated with not-for-profit organisations. Vanessa is a regular presenter for various professional associations and media outlets.

Executive

PROFESSOR DAVID MABBERLEY

MA (Oxon), PhD (Cantab)

Executive Director

Accountable to the Royal Botanic Gardens and Domain Trust, Chief Executive Office of Environment and Heritage, and the Minister for the Environment for the efficient and effective management of the organisation, including its horticultural, scientific, educational, public engagement, marketing, commercial and corporate support functions.

DR BRETT SUMMERELL

BScAgr (Hons), PhD

Deputy Executive Director, Science and Conservation

Responsible for the leadership and management of Science and Conservation Programs, including systematics, ecological and horticultural research, as well as the National Herbarium of NSW, library and laboratories.

KATE FAITHORN

BComms, Design&PublishingCert, MIA

Director, Public Engagement

Responsible for the management of public engagement for the organisation, including community education, marketing, public relations, volunteer programs, tour programs and design and editorial services.

BRAD HORAN

HortCert, AssocDipLandscapeDesign

Acting Director, Horticultural Operations

Responsible for the management of all services and operations across all sites of the Royal Botanic Gardens and Domain Trust.

CAZ MCCALLUM

MAg (Turf Mgt), BA, DipEd, MAIH

Director, the Australian Botanic Garden, Mount Annan

Responsible for the management of all services and operations at the Australian Botanic Garden, Mount Annan.

DONNA PAYNE

AssocDip (Food Technology), BBus&Com, MBT, GradCertBus&Tech

Director, Development

Responsible for the development, implementation, monitoring and evaluation of strategies and programs that secure fundraising targets and objectives for the organisation.

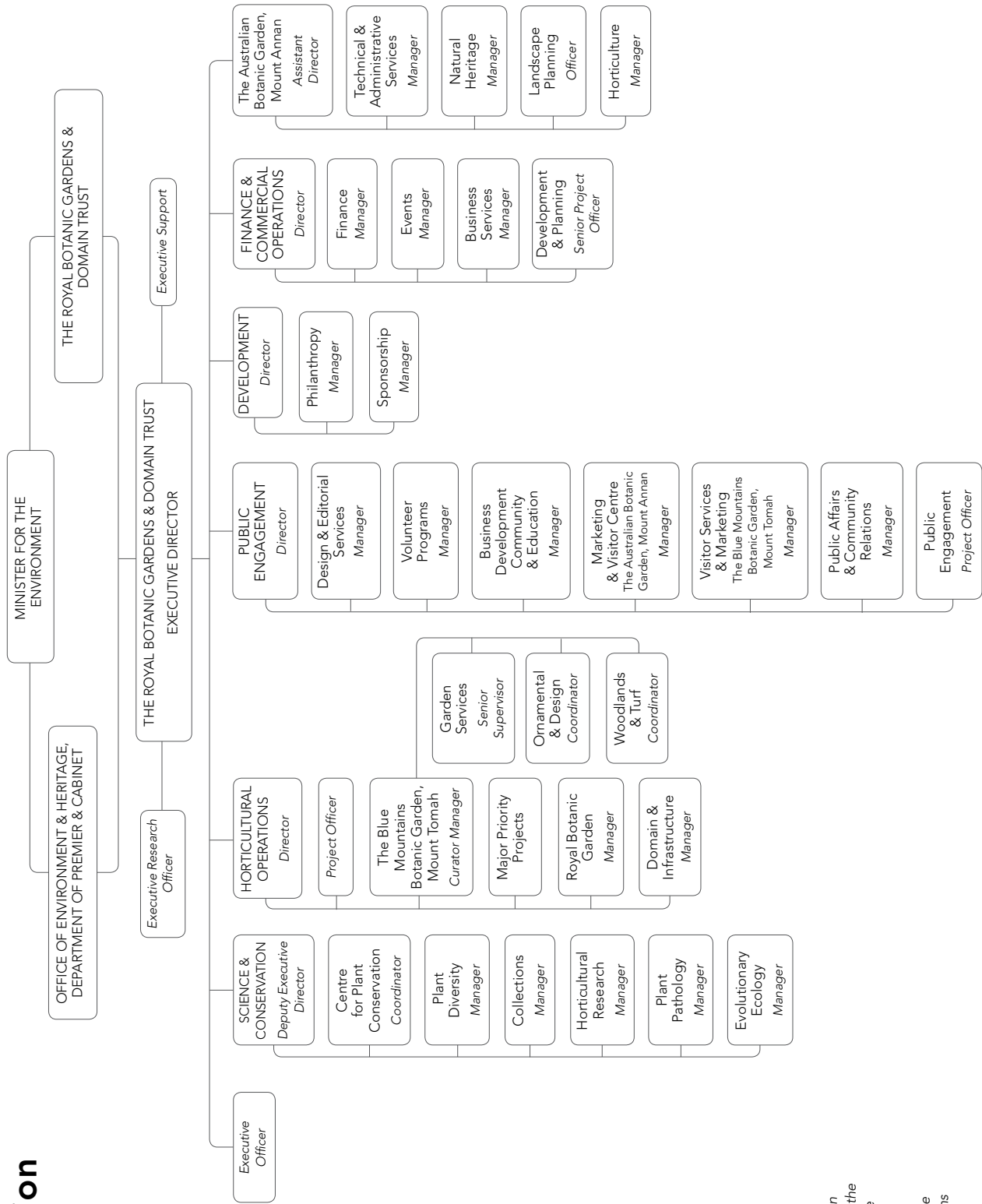
BRONWYN SHEAD

BA (Acctg) CPA

Director, Finance and Commercial Operations

Responsible for the organisation's financial resource management and commercial operations, including leasing, venue management and the Trust's retail services. Secretary to the Trust and the Finance, Audit and Risk Management Committee.

Organisation structure



Positions as at 30 June

On 12 July 2012, the Royal Botanic Gardens Foundation merged with the Friends of the Botanic Gardens to become the Foundation & Friends of the Botanic Gardens, an independent entity, separate to the Royal Botanic Gardens and Domain Trust.