



NOTICE OF MEETING

Notice is hereby given that the next ordinary meeting of the Barossa Bushgardens Committee will be held on Wednesday 7 May 2025 in the Council Chambers, 43-51 Tanunda Road, Nuriootpa, commencing at 1:00pm.

A G E N D A

Welcome by the Chair

1. ATTENDANCE RECORD

1.1 Members Present

Apologies

Nil

Not Present

Nil

Leave of Absence

Nil

2. CONFIRMATION OF PREVIOUS MINUTES

2.1 Minutes of previous meetings – for confirmation:

2.1.1 Barossa Bushgardens Committee meeting held on Wednesday 16 April 2025 at 1:00pm

2.2 Matters arising from previous minutes

2.2.1 Friends of Barossa Bushgardens Update

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5. CONFIDENTIAL AGENDA

Nil

6. URGENT OTHER BUSINESS

7. NEXT MEETING

Wednesday 18 June 2025 at 1:00pm

8. CLOSURE

MATTERS ARISING FROM PREVIOUS MINUTES

2.2.1 FRIENDS OF BAROSSA BUSHGARDENS UPDATE

**Author: Executive and Project Support Officer
25/24160**

At the last FoBB meeting on 4th March, the group agreed to keep paying for the volunteer shirts. The Friends are also working on a membership drive and fund raising, including the development of a membership process with the help of BBG staff. On 21st May, the Friends are supporting an event, organised by Ngadjuri Elder Quenten Agius, with a BBQ for 70 Aboriginal students from across Australia.

ATTACHMENTS

Nil

SUPPORTING REFERENCES

Nil.

MATTERS FOR INFORMATION

3.1 MATTERS ARISING FROM PREVIOUS MINUTES

**Author: Executive and Project Support Officer
25/24154**

The following actions from previous minutes are in progress as detailed below:

Meeting Date	Resolution/Action	Status	Actioning Officer
14 June 2023	Future direction of S41 Committee – Manager, Works and Operations to seek input from key stakeholders to enable the development of a Discussion Paper, examining operating models of like-minded organisations. A report to be presented to a future S41 Committee Meeting.	Ongoing Kim Thompson has had initial discussions with Council's Collaborative Project Officer and will also make contact with representatives of two other former S41 Committees. A report will be submitted to a future S41 BBG Committee meeting.	Senior Environmental Officer
11 October 2023	NRC Coordinator to explore opportunities for cross promotion with the Arid Lands Botanic Gardens Port Augusta.	Ongoing Brayden has spoken to representatives of the Arid Land Botanical Gardens and they are keen to collaborate and are investigating the potential of exchanging 200 plants and	NRC Coordinator

		developing a small display garden at the Bushgardens. Discussions will continue.	
19 February 2025	Application to upgrade SA Water metre	Pending Application to be submitted to SA Water to ensure connection is 'fit for purpose' and in excess of current domestic supply line.	NRC Coordinator
19 February 2025	Investigate opportunity for community partnership grant funding through SA Water	Pending	NRC Coordinator
19 February 2025	Seek funding assistance from Community Helpers to assist with the provision of the Nature and Natter Program beyond 30 June 2025.	Pending.	NRC Coordinator Senior Environmental Officer

ATTACHMENTS

Nil

SUPPORTING REFERENCES

Nil.

MATTERS FOR INFORMATION

3.2 PARTNER PROJECT UPDATES

**Author: Executive and Project Support Officer
25/24155**

Barossa Community Labyrinth

Verbal will be provided for the Committee's information:

Seeding Natives

Verbal will be provided for the Committee's information:

Nature and Natter Program

Reta and Arthur continue to coordinate the program with the support of Penny, Ina and Kim. The program is hugely beneficial to the participants and to their carers' and promotion of the program continues through advertising and word of mouth.

ATTACHMENTS

Nil

SUPPORTING REFERENCES

Nil.

MATTERS FOR INFORMATION

3.3 CORRESPONDENCE

**Author: Executive and Project Support Officer
25/24157**

The following correspondence has been received (copies attached):

Date	Sender	Action
1 April 2025	Liz Nannes – Northern & Yorke Landscape Board – Grant Funding	Noted
8 April 2025	Cath Mossop – Green Adelaide – Q3 Reporting	Submitted

ATTACHMENTS

Attachment 1 Correspondence - Barossa Bushgardens - April 2025 [!\[\]\(2b376d1a92330ab09dad2665d2f89bf5_img.jpg\) !\[\]\(fcaee6d397c07452e54229b176f1295d_img.jpg\)](#)

SUPPORTING REFERENCES

Nil.

From: Doreen Von Linde <Dvonlinde@barossa.sa.gov.au>
Sent: Tuesday, 1 April 2025 1:12 PM
To: Ninnes, Liz (LandscapeSA) <[REDACTED]>
Subject: RE: NRC project funding

Hi Liz,

That is great news. Might be able to cover the cost of stakes and guards with the grant now as well.
I will work on some of the details in your proposal and get back to you asap.

Thank you very much 😊

Kind regards,

Doreen Von Linde
Barossa Bushgardens NRC Co-ordinator
E: Dvonlinde@barossa.sa.gov.au | T: [08 8563 8331](tel:0885638331)

From: Ninnes, Liz (LandscapeSA) <[REDACTED]>
Sent: Monday, 31 March 2025 3:01 PM
To: Doreen Von Linde <Dvonlinde@barossa.sa.gov.au>
Subject: [EXTERNAL] NRC project funding

CAUTION: This Message originated outside your organization. Treat all attachments and hyperlinks with suspicion.

OFFICIAL

Hi Doreen,

Great news! It looks like we have confirmation of \$15,000 for the Barossa Bush Gardens to undertake the Reconciliation Planting Day event.

Please complete the attached template and return it to me at your earliest convenience.

After the RLT meeting on the 8th of April, I can draft a contract and request an invoice.

Let me know if you have any questions.

Cheers,

Liz Ninnes
Community Engagement Officer
[Respectfully working on Kurna Country](#)

Northern and Yorke Landscape Board
Caring for our region's land, water and nature
P (08) 8841 3444 | [REDACTED]
155 Main North Road, Clare SA 5453
[Website](#) | [Facebook](#) | [Subscribe](#)

From: Doreen Von Linde <Dvonlinde@barossa.sa.gov.au>
Sent: Tuesday, 8 April 2025 3:00 PM
To: Mossop, Catherine (DEW) <[REDACTED]>
Subject: RE: Q3 reporting, 2025-26 contracts, and next GA seminar

Hi Cath,

See attached third quarter report.

Kind regards,

Doreen Von Linde
Barossa Bushgardens NRC Co-ordinator
E: Dvonlinde@barossa.sa.gov.au | T: 08 8563 8331

From: Mossop, Catherine (DEW) <[REDACTED]>
Sent: Thursday, 3 April 2025 2:21 PM
To: Doreen Von Linde <Dvonlinde@barossa.sa.gov.au>; GEC Coordinator <[REDACTED]>; Lea Crosby <[REDACTED]>; Anne Sanders <[REDACTED]>; erin.sautter <[REDACTED]>; Emma <[REDACTED]>; Sarah Ansell <[REDACTED]>; Janine <[REDACTED]>; Val Hunt <[REDACTED]>; [REDACTED]
Subject: [EXTERNAL] Q3 reporting, 2025-26 contracts, and next GA seminar

CAUTION: This Message originated outside your organization. Treat all attachments and hyperlinks with suspicion.

OFFICIAL

Hello lovely Coordinators,

Hope your week is going ok. Just a short email today re a few things:

- Please send in **any Q3 reporting data to me by mid next week** so we can make sure to get all your outputs and hard work reflected in the board reporting. Thanks to those who have already sent in.
- I've had confirmation that the **second year of your contracts will require variation agreements** to be executed by both parties, so I'll start progressing this now to make sure we have a seamless entry into next financial year. As mentioned in my previous update the increase has been confirmed at 3.2%, so over the next couple of months I'll contact you all re forwarding your projected budgets to incorporate into the variations.
- We have an upcoming online seminar so please promote if appropriate:
Woody Meadows - a new approach to low maintenance urban landscapes

Woody Meadows are transforming railway easements, roadside verges, parks and gardens across Australia. Their low water use and maintenance requirements, coupled with high visual appeal and adaptability, make Woody Meadows an attractive, cost-effective solution for councils and urban land managers in the face of climate change and often limited green space funding. In this presentation, A/Prof Claire Farrell will:

- explain how the low maintenance 'Woody Meadows' approach works

- present findings from trials over the last 10 years
- showcase examples from across Australia
- help inform how the approach could be implemented in Adelaide

Wednesday April 9, 4pm-5pm, online via Teams. For more information and to register, head [here](#).

Ngaityalya,
(Kurna, *thank you*)

Cath Mossop *(she/her)*

Community Engagement Coordinator

Green Adelaide

Department for Environment and Water

M [REDACTED]

Level 4, 81-95 Waymouth Street, Adelaide 5000

Please note I work part time:

Tues and alternate Fri 10am-2:45pm

Mon, Wed, Thurs and alternate Fri 9:00am-3:15pm from home

Marni ngadlu tampinthe ngadlu Kurna yartanga inparrinthe

(We acknowledge that we are gathering on Kurna Country)



[Join us to create a cooler, greener and wilder metropolitan Adelaide.](#)

The information in this e-mail may be confidential and/or legally privileged. Use or disclosure of the information to anyone other than the intended recipient is prohibited and may be unlawful. If you have received this email in error please advise by return email.

MATTERS FOR INFORMATION

3.4 MARKETING INITIATIVES AND SALES OPPORTUNITIES

**Author: Executive and Project Support Officer
25/24158**

BBG staff and Comms Team have been working together to develop a marketing plan for the main events happening during May/June. Intensive advertising has been confirmed for the Native Plant Giveaway, where rate payers in The Barossa Council can pick up five free plants for their properties.

On Saturday, 3rd May, the Autumn Plant Sale Day will be held in conjunction with the planting and official launch of the Food for Wildlife Garden. The Friends of Barossa Bushgardens are having a BBQ fundraiser on Saturday as well.

The Native Backyard Competition gives Barossa residents the opportunity to win plants and tools, valued at around \$100 by sending in photos of native plants used in a garden setting. The competition runs until the end of June with the winner chosen by BBG volunteers in early July.

ATTACHMENTS

Nil

SUPPORTING REFERENCES

Nil.

MATTERS FOR INFORMATION

3.5 STRATEGIC PLAN PROGRESS REPORT

Author: Executive and Project Support Officer
25/24159

The actions within the Barossa Bushgardens Strategic Plan are provided in Attachment 1. The status/progress comments are provided to 31 March 2025.

ATTACHMENTS

Attachment 1 Barossa Bushgardens Strategic Plan - Progress Report April 2025 [↓](#) 

SUPPORTING REFERENCES

Nil.

Action	By When	By Whom	Priority	Status/Progress
Key Result Area 1				
TO DEVELOP AND MAINTAIN A SUSTAINABLE RESOURCE THAT MEETS THE GROWING NEEDS OF THE REGION				
Strategy 1 - Maintain and improve the Seed Bank				
CS17 - Natural Resources				
Output 4 – Bushgardens Nursery				
a) Provision of nursery for the production and sale of native plants.	Ongoing	Nursery Manager	High	The volunteers have been extremely busy over the past 3 months. 13,800 plants have been potted up and 890 cuttings done. Many of these plants were for pre-ordered stock i.e. plants for Barossa Park and for general sales. Work has slowed down and the volunteers will focus on getting the Community Nursery filled and looking good for the Autumn sale in May. Ongoing weeding of stock will also be a focus. Sales have been slow in the Community Nursery due to the heat and dry conditions but are starting to pick up with the cooler weather.
b) Maintenance of a regional Seed Bank.	Ongoing	Nursery Manager	High	Seed collection has pretty much come to an end. Over the coming months we will be cleaning all of the seed, documenting and adding to our seed bank.
c) Improve the commercial capacity of the nursery, including inclusion of a council nursery operation.	Ongoing	Nursery Manager	High	Two new potting up benches were purchased. They are on wheels and have a stainless steel top, making them easy to move around and clean. There is also the option to adjust the heights. The coming months focus will be to purchase more benches and replenish irrigation heads.
Strategy 2 - Adopt and implement sound assets management principles				
CS3 - Assets				
Output 8 – Asset Maintenance and Operations – Open Space				
a) Management/ Maintenance of native gardens and Bushgardens site	Ongoing	Nursery Manager NRC Coordinator	High	Watering continues to take up most of the time of our garden volunteers. The fence line along the road has been graded by Depot staff and cleaned up by volunteers. There have only been a few plants of Caltrop been found this season due to low rain. Chemical control is undertaken on potato weed and couch grass growing within garden beds. Faith College students are helping redevelop the Nature Trail, including wheelchair accessible path, different kids activities and plantings in late April/May. Volunteers have started adding and replacing plants where they have died or gaps start building. Rabbits continue to be a big problem with staff considering rabbit proofing the Dementia Garden beds to allow for herbaceous plants to grow in that

				area. The NRC Coordinator is working with the Nursery Coordinator to plant around 1700 plants in the gardens, including species not previously planted. All plantings are recorded with as much background data as possible for detailed record keeping.
b) Progressive delivery of the Urban Design Framework through identification of key priorities over the next five years.	Ongoing	Manager, I&ES Nursery Manager NRC Coordinator	Low	
c) Seek to incorporate Coulthard Reserve as part of the broader Bushgardens site, and improve linkages with caravan park and linear path.	Ongoing	Manager I&ES Director I&ES	Low	
Key Result Area 2				
TO CONNECT PEOPLE TO THE NATURAL ENVIRONMENT				
Strategy 1 - improve links with the primary and secondary education sector				
CS17 - Natural Resources				
Output 3 – Environmental Education and Awareness				
a) Administer/conduct environmental education and awareness programs.	Ongoing	NRC Coordinator	High	2 February, Bushgardens Zen 13 February, Barossa Bush Playgroup (35 children) 13 February, Faith Lutheran College Volunteering (12 students) 16 February, Bushgardens Zen, 18 February, iNaturalist introduction for volunteers (13 volunteers) 19 February, New Starter Bus Tour (12 visitors) 20 February, Faith Lutheran College Volunteering (14 students) 25 February, Emergency Exercise (12 volunteers and staff) 27 February, Barossa Bush Playgroup (40 children) 28 February, Special School Trad Uses Trail Tour (18 students) 28 February, Kapunda Primary School Trad Uses Trail Tour (16 students) 2 March, Bushgardens Zen 3 March, Tanunda Primary School Clean Up Australia Day (32 students) 6 March, Faith Lutheran College Volunteering (11 students) 11 March, Barossa Park Volunteer Planting (16 volunteers) 11 March, Beneficial Insects Workshop (18 participants) 13 March, Barossa Bush Playgroup (35 children) 13 March, Nuri High Trad Uses Trail Tour (16 students) 16 March, Bushgardens Zen

				17 March, Mount Torrens Christian School Seed Bomb Workshop (7 students) 18 March, Italian Cultural Centre morning tea and tour (103 visitors) 20 March, Nuri High Trad Uses Trail Tour (18 students) 22 March, Kadina Australian Plant Society Building Hire/Tour (15 participants) 25 March, Barossa Park Volunteer Planting (16 volunteers) 26 March, Nuri High Trad Uses Trail Tour (19 students) 27 March, Barossa Bush Playgroup (36 children) 27 March, Faith Lutheran College Volunteering (13 students) 28 March, Landcare Australia and Landcare SA stakeholder meeting (3 participants)
b) Increase the 'experiential' offerings including passive and active programs.	Ongoing	NRC Coordinator	Low	
a) Host Barossa Bushgardens Open Day.	Ongoing	NRC Coordinator Nursery Manager	High	The Autumn Plant Sale Day has been organised for 3 rd May 2025, from 9am to 1pm.
b) Formalise public programs through long-term planning, diversifying the occurring across environment, art, culture, public health and wellbeing.	Ongoing	NRC Coordinator	Low	
a) Support sustainability initiatives and programs within the region.	Ongoing	NRC Coordinator	High	
b) Support land, water and biodiversity initiatives and programs within the region.	Ongoing	NRC Coordinator	High	BBG volunteers and staff have supported The Barossa Council Open Spaces Team with the planting of appr. 3800 native seedlings at Barossa Park. The teams are looking to organise another planting day after the AFL games. The Nursery Coordinator continues to donate plants toward biodiversity

				projects from schools and kindergartens.
CS19 - Social Inclusion				
Output 4 – Social Support Groups				
a) Manage and facilitate the Bushgardens Disability Support program.	Ongoing	Nursery Manager Project Officer	Medium	Continued support is given to the Nature & Natter group coordinators, Arthur and Reta. The program continues to be successful in providing positive outcomes for the participants and their carers. Plants propagated through the group are being donated to the Barossa Wildlife groups Kangaroo Sanctuary.
Strategy 3 - Create and deliver community-oriented training opportunities				
CS10 – Economic Development				
Output 1 – Economic Development				
a) Form strong partnerships that link the Bushgardens to the wine and tourism industries.	Ongoing	NRC Coordinator Nursery Manager	Medium	Ongoing
Strategy 4 - Engage with Aboriginal people				
CS19 - Social Inclusion				
Output 7 – Aboriginal Reconciliation				
a) Host Reconciliation Week event in association with Council and Reconciliation Group	May 2023	Reconciliation Committee	Low	Funding has been secured to organise the Connect on Country event on 3 rd June 2025. Three representatives and Elders from the Ngadjuri, Peramangk and Kaurna Nations will share their knowledge with around 100 Aboriginal high school/college students from Gawler, Two Wells, Kapunda, Eudunda and Nuriootpa. BBG volunteers are hosting planting session as part of the event, where students are able to add bird habitat plants to the Blue Gum Woodland.
Strategy 5 - Increase profile of the Bushgardens				
BS3 - Communications and Engagement				
Output 3 – Community Engagement				
Output 4 – Online / Website support				
a) Prepare "Environmental Matters" article in the local newspapers.	Ongoing	NRC Coordinator Nursery Manager	Medium	A bi-monthly column has been published in The Leader Newspaper in February, with the next edition to be published on 16 th April.
b) Update information and educational materials about each Business Unit services and functions, and update website.	Ongoing	NRC Coordinator Nursery Manager	Low	
c) Develop a contemporary brand that appeals across a range of markets.	Ongoing	NRC Coordinator	Low	
CS21 – Tourism				
Output 2 – Visitor Enquiries/Customer Service				

a) Reposition the Bushgardens as a destination for visitors.	Ongoing	NRC Coordinator	Medium	Staff are working with the organiser of a pain awareness event, Colour your Health, to be held at the BBG and Coulthard Reserve, on 10 th May. The event, organised by Karine Meadley and Jenny O'Brien, will have a 1 to 3km color run/walking trail, stalls, food and drinks, speakers and wellness sessions.
Key Result Area 3 TO RECRUIT, TRAIN AND RETAIN PRODUCTIVE VOLUNTEERS				
Strategy 1 - Achieve stable and sustainable volunteer group				
CS22 – Volunteers				
Output 2 – Internal Volunteer Support				
Output 3 - Volunteering Promotion and Advocacy				
a) Provide support and training for Bushgardens volunteers.	Ongoing	NRC Coordinator Nursery Manager	Medium	Staff continue to support volunteers with everyday tasks and make sure they are well supported.
b) Attract new volunteers to support program delivery.	Ongoing	NRC Coordinator Nursery Manager	Medium	The NRC Coordinator has posted advertising on social media to attract new garden volunteers. One new volunteer has signed up since the first post, with more advertising to be done over the next few weeks. The aim is to attract another two volunteers in the short term.
Key Result Area 4 TO IMPROVE GOVERNANCE				
Strategy 1 - Develop and execute a new governance model				
BS2 - Business Transformation				
Output 2 – Continuous Improvement Project Management				
a) Documentation of tasks within Business Unit.	Ongoing	NRC Coordinator Nursery Manager	High	
BS4 - Council and Committees				
Output 2 – Coordination: Council Committees and Working Groups				
a) Ensure the effective operation of the Barossa Bushgardens Committee in accordance with the Local Government Act, Terms of Reference, and Meeting Procedures.	Ongoing	Manager I&ES	High	
b) Develop and execute a new governance model for the Barossa Bushgardens.	Ongoing	Manager I&ES Director I&ES	Low	
BS7 – Governance				
Output 1 – Governance and Policy Advice				
Output 4 – Legislative Reform				
Output 5 – Complaints Management				
a) Implement legislative reform, where applicable.	Ongoing	Manager I&ES Director I&ES	Low	
Strategy 2 - Maintain a strong financial framework				

BS6 – Finance				
Output 2 – Budget Management				
a) Ensure effective Budget Performance	Ongoing	Manager I&ES	High	
Strategy 3- Maintain effective internal controls to reduce risk				
BS5 - Enterprise Risk				
Output 2 – Internal Audit				
Output 4 – Disaster Recovery and Business Continuity				
Output 5 – WHS System Management				
a) Identify and prepare Operational Risk Profile.	Ongoing	Manager I&ES NRC Coordinator Nursery Manager	High	.
b) Identify and document processes to reduce threat of disease, animals, weeds and pests to nursery and gardens at Barossa Bushgardens	Ongoing	Manager I&ES NRC Coordinator Nursery Manager	Medium	Weed control is ongoing and undertaken by a contractor where manual removal is not a viable option. Staff are working to develop a rabbit control program across the BBG and Coulthard Reserve sites, including finding and recording active warrens and recording suitable sites to implement a poison program in Summer 25/26. Ongoing weed spraying in all areas of the nurseries to keep weeds to a minimum. Spraying and removal of any stock that is unhealthy i.e. fungal issues.
c) Manage organisational risk in the delivery of core services	Ongoing	Manager I&ES NRC Coordinator Nursery Manager	High	Ongoing
d) Ensure that identified Internal Financial Controls are effectively monitored and maintained	Ongoing	Manager I&ES NRC Coordinator Nursery Manager	Medium	Ongoing
e) Maintain and facilitate the ongoing testing and development of Council's Business Continuity Plan and associated Sub-Plans	Ongoing	Manager I&ES NRC Coordinator Nursery Manager	Medium	
f) Maintain and champion the implementation of Councils WHS System	Ongoing	Manager I&ES NRC Coordinator Nursery Manager	Medium	Ongoing
g) Undertake WHS Compliance Inspections	Ongoing	Manager I&ES NRC Coordinator Nursery Manager	Medium	Ongoing
h) Implement, Review and Maintain Work Health Safety	Ongoing	Manager I&ES NRC Coordinator	Medium	Staff consult with volunteers on a regular basis to improve safety for volunteers and visitors at the BBG.

Improvement/Action Plan		Nursery Manager		
i) Participate in mandatory external WHS Audits	Ongoing	Manager I&ES NRC Coordinator Nursery Manager	Medium	
j) Maintain Chemalert Database for sites where chemicals used	Ongoing	Manager I&ES Nursery Manager	High	Ongoing
a) Identify funding opportunities to assist in delivery of projects and programs.	Ongoing	Manager I&ES NRC Coordinator Nursery Manager	High	The Northern and Yorke Landscape Board have confirmed funding for a Reconciliation Week event on 3 rd June. A project proposal has been submitted for confirmation of detailed funding amount. Funding confirmation for the Natural Resource Centre, including a 3.2% CPI increase, has been confirmed by Green Adelaide for the 25/26 financial year.
b) Prepare a prospectus to assist in promoting the benefits of the Bushgardens to potential funding partners.	Ongoing	Manager I&ES NRC Coordinator Nursery Manager	High	
c) Monitor and report on grant status and prepare acquittal reports.	Ongoing	Manager I&ES NRC Coordinator Nursery Manager	High	All previous grants have been acquitted.

MATTERS FOR INFORMATION

3.6 RISK MANAGEMENT/WORK HEALTH AND SAFETY

**Author: Executive and Project Support Officer
25/24161**

At a site team meeting held in early February, staff and volunteers went through the chemical storage and removed all chemicals not used or out of date. This has reduced the amount of chemicals stored significantly.

Volunteers also mentioned that they found PPE was hard to find in the Tractor Shed and a designated PPE cupboard has since been labelled and stocked with extra PPE, reducing the need for volunteers to walk back to the Volunteer Centre if they haven't got what they need.

Staff and volunteers are working together on developing systems that will remind people of the importance of using Take5 (short risk assessments).

On 27th March, a year 11 student, from Faith Lutheran College, cut himself while using a razor scraper to remove labels from pots in the pot washing area. The student was given clear instructions on how to do the process safely and has been reminded on at least one more occasion to work slowly. He ignored the instructions and his hand slipped, cutting with the tool into his other hand.

First Aid was applied and the student received seven stitches. Staff and volunteers have since undertaken a review of the use of razor scraper for label removal and it was decided to stop using the tool.

ATTACHMENTS

Nil

SUPPORTING REFERENCES

Nil.

MATTERS FOR INFORMATION

3.7 VISITATION TO THE BAROSSA BUSHGARDENS

**Author: Executive and Project Support Officer
25/24162**

Since 1st February, we held/hosted 24 Facilitation and Networking events, including Bush Playgroup, Bushgardens Zen, different stakeholder meetings, morning teas and garden tours for over 400 people.

We organised 9 workshops and Traditional Uses Trail tours for 162 students and community members and supported The Barossa Council at their Australia Day Breakfast.

We continue to welcome visitors from all over Australia to the gardens with several spontaneous tours given by our lovely Tour Guide Trevor.

ATTACHMENTS

Nil

SUPPORTING REFERENCES

Nil.

DEBATE REPORT

4.1 THE RUSSELL JOHNSTONE INAUGURAL AWARD 2025

**Author: Executive and Project Support Officer
25/26994**

PURPOSE

To seek approval to implement the Russell Johnstone Inaugural Award to recognise a Barossa individual environmental champion.

RECOMMENDATION

That Barossa Bushgardens Committee Auspice the Russell Johnstone Inaugural Award 2025.

REPORT

Background

Russell Johnstone, as Chair of the \$41 Barossa Bushgardens Committee of Council supported Doreen von Linde, Natural Resource Coordinator in the Green Adelaide Environment Network (GAEN), which is the network of Environment Centres throughout metropolitan Adelaide and the wider region, including the Barossa Bushgardens, Gawler Environment Centre and Mount Pleasant Resource Centre.

A suggestion was made by a member of GAEN for an award to be initiated for Russell Johnstone, following his death in December 2024, similar to the [Quiet Green Achievers Award](#) through the [Hills Environment Centre](#) to recognise and acknowledge a Barossa individual who is making a difference in our environment. They wanted to have the award presented at their annual Awards ceremony on 5 June 2025 – World Environment Day as Minister Close was going to be in attendance.

The Barossa Bushgardens staff and volunteers would prefer that Russell is recognised here in the Barossa, specifically at the Barossa Bushgardens where much of his work was dedicated.

Introduction

A meeting with Lynette & Natalie (Russell's wife & daughter) was arranged to ask their approval and they both are extremely supportive of the Russell Johnstone Award and feel very grateful that Russell's work will be celebrated annually through this legacy, and here in the Barossa.

Discussion

The Barossa Bushgardens team would like to gain the support and subsequent approval for the Russell Johnstone Inaugural Award to accept nominations and present the winner to be announced on Tuesday 3rd June, 2025 at the Barossa Bushgardens Reconciliation Day event – *Connect on Country*.

This Reconciliation event is a replicate of last years, whereby for the first time we were able to have all three First Nations representatives present and working together at the Barossa Bushgardens, ascribed by Russell. Last year we had 90 Year 6 students from local primary schools participating and whilst this was a great day, Quenten Agius was keen to have only Aboriginal students engaged this year.

This event is bringing together 100 Aboriginal high school students from Gawler, Two Wells, Eudunda, Kapunda and Nuriootpa to meet our First Nations Presenters, Quenten Agius (Ngadjuri), Courtney Hunter-Hebberman (Peramangk) and Jamie Agius (Kurna) and participate in cultural learning, experiences and planting in the gardens.

Summary and Conclusion

Russell brought many skill sets to our team, especially in the leadership role he held, however, we value most his ability to support us to build deeper relationships and connections with our First Nations people. He was passionate about reconciliation and truth telling and was able to help us navigate the sensitive issues with confidence. The Russell Johnstone Award will be an annual award to keep his legacy alive and commemorate his contributions to the environment and for our First Nations peoples.

ATTACHMENTS OR OTHER SUPPORTING REFERENCES

Attachment 1 Proposal - The Russell Johnstone Inaugural Award 2025 [↓](#) 

Supporting references

Nil.

COMMUNITY PLAN / CORPORATE PLAN / LEGISLATIVE REQUIREMENTS**Community Plan**

Supporting a sustainable Barossa.

Strategic Outcome

- We support actions that manage our environment for future generations.
- We sustainably manage our resources and encourage sustainable practices.

Corporate Plan

CS17 Natural Resources - Regional development and management of the environment including natural resource management to ensure the region is managed sustainably and the environment is protected and enhanced

CS19 Social Inclusion - Advocate and work in collaboration with core service providers to ensure vulnerable people have increased access and inclusion.

Legislative Requirements

Nil.

RISK MANAGEMENT CONSIDERATIONS

These statements are qualitative in nature and designed to provide an indication of Council's general position when deciding to take or retain risk in pursuit of its objectives.

1. SERVICE DELIVERY

Refers to the delivery of services to the community, which includes the systems and physical assets that enable provision of these services, including structures (such as roads, buildings and facilities) as well as IT infrastructure, plant, vehicles & other equipment.

Nil.

2. SUSTAINABILITY & ENVIRONMENT

Relates to measures to preserve, protect and minimise impact on the natural environment, including sacred and indigenous lands, flora, fauna, heritage, water, waste, hazardous materials and pollution.

Nil.

3. FINANCIAL

Refers to planning and control of Council's budget to align with the sustainable achievement of the desired outcomes articulated in its Community Plan.

It is envisaged that any costs associated with implementing the Memorial Award would be minimal and be funded from the existing approved budget.

4. PEOPLE

Relates to recruitment, retention, wellbeing and safety of employees and volunteers and engagement and management of contractors as well as the wellbeing and safety of the community.

Nil.

5. REPUTATION

Relates to policy, decisions, actions and circumstances that may cause Council to lose credibility with the community, ratepayers, key stakeholders, other levels of government and its own employees and contractors.

Nil.

COMMUNITY ENGAGEMENT

Not required.

Reference: TRIM

The Russell Johnstone Inaugural Award 2025

(23/5/1958 – 30/12/2024)

Russell Johnstone was, amongst many other roles in the Barossa community, a valued volunteer as the Chairperson of the Barossa Bushgardens Section 41 Committee of Council and a true ambassador for the environment and our First Nations peoples.

Through his leadership, he built our staff and volunteers' capacity to develop a purposeful Strategic Plan for the Barossa Bushgardens. He was passionate about mentoring our team to enhance individual's professional development but also focused on our personal growth.

The Russell Johnstone Award is an opportunity to recognise a Barossa individual who:

- Is an environmental champion working in the community to restore degraded landscapes or
- Is inspiring others to make a difference in improving our environment or
- Is working to build relationships with our First Nations communities or
- Has (or is) delivering a project that will achieve significant benefits for our environment and/or cultural connections
- Takes on a leadership role in an educational capacity, changing attitudes and behaviours
- Is demonstrative of improving agricultural practices to protect natural assets

The Barossa Bushgardens S41 Committee are auspicing the Russell Johnstone Inaugural Award and will be accepting nominations via the Barossa Bushgardens website during the month of May with the Award presentation to be announced on Tuesday 3rd June, 2025 at the Barossa Bushgardens Reconciliation Day event – *Connect on Country*.

If you would like any additional information, please email us at bushgardens@barossa.sa.gov.au or phone Kim 0476 781 936.

Kim Thompson

Senior Environmental Officer, The Barossa Council

(08) 8563 8444 | barossa@barossa.sa.gov.au | barossa.sa.gov.au
43-51 Tanunda Road (PO Box 867), Nuriootpa SA 5355 | ABN: 47 749 871 215



The Barossa Council

DEBATE REPORT

4.2 ELECTION OF BAROSSA BUSHGARDENS S41 COMMITTEE CHAIRPERSON

**Author: Executive and Project Support Officer
25/39121**

PURPOSE

To seek Committee endorsement of Sarah Barrett to the voluntary position of Chairperson, Barossa Bushgardens S41 Committee, commencing 1 July 2025.

RECOMMENDATION

That Barossa Bushgardens Committee:

- (1) Endorse the appointment of Sarah Barrett to the voluntary position of Chairperson, Barossa Bushgardens S41 Committee commencing 1 July 2025.
- (2) That the appointment be approved by resolution of Council.

REPORT

Background

Following the decline of Russell Johnstone's health during 2024 and his consequent passing in December, the S41 BBG Committee would like to acknowledge and thank Louise Mason for stepping into the role as Chair of the S41 BBG. Louise has shown extraordinary leadership during this time and we are very grateful for her commitment to ensure the business of the BBG was maintained during this time.

Louise has indicated her preference not to continue in the role as Chairperson, but is happy to remain as Deputy Chairperson.

Discussion

Following discussions with various members and stakeholders, the Barossa Bushgardens staff and the Committee of the Friends of Barossa Bushgardens were pleased when Sarah Barrett expressed her interest in the role of Chairperson for the Barossa Bushgardens Section 41 Committee. At this stage, no other individuals have expressed interest in taking on the role.

Sarah has had a long association with the Barossa Bushgardens, including the Natural Resource Co-ordinator from 2013 - 2017. During this time, she sourced funding for several programs, including the original Nature and Natter initiative. Fortunately for us, she is stepping down as Chairperson of the Landcare Association of South Australia to focus her energy and time locally in The Barossa Council region where she lives and works.

Sarah has been involved in Landcare for 30 years, working and volunteering to improve conservation and restoration on agricultural properties, chairing the Barossa

Reconciliation Group and was one of the inaugural Northern and Yorke Landscape Board members, appointed in 2020 replacing the Adelaide and Mount Lofty Ranges Natural Resource Management Board in leading a back-to-basics approach to managing the natural resources in the region.

In 2024 Sarah received the Women in Landcare Award for South Australia, recognising her personal and professional passion for rural communities and contributions to Landcare. Since 2022, she is the lead consultant for Sustainability Strategy at Pinion Advisory where she provides environment services, on-farm production, agri-business and economic management for private business and industry bodies.

In accordance with Clause 3.4 of the Terms of Reference, if there are more nominations than required, voting will be conducted by secret ballot. This procedure will apply to any additional nominations received prior to and during the meeting scheduled for 7 May 2025.

Summary and Conclusion

The Committee is to appoint a Chairperson in accordance with the Terms of Reference. A nomination must be approved by resolution of Council.

Sarah's extensive experience and expertise makes her an ideal candidate for the position and the S41 Barossa Bushgardens Committee would benefit greatly from welcoming Sarah back to the Barossa Bushgardens.

ATTACHMENTS OR OTHER SUPPORTING REFERENCES

Nil

Supporting references

Barossa Bushgardens S41 Committee Terms of Reference.

COMMUNITY PLAN / CORPORATE PLAN / LEGISLATIVE REQUIREMENTS

Community Plan



Supporting a sustainable Barossa.

Strategic Outcome

- We support actions that manage our environment for future generations.
- We sustainably manage our resources and encourage sustainable practices.

Corporate Plan

CS17 Natural Resources - Regional development and management of the environment including natural resource management to ensure the region is managed sustainably and the environment is protected and enhanced

- BS4 Council and Committees - Provision of support to Council and Committees through the provision of required information, agendas, and minutes. Council and Committees are provided with support to enable informed decisions

Legislative Requirements

Nil.

RISK MANAGEMENT CONSIDERATIONS

These statements are qualitative in nature and designed to provide an indication of Council's general position when deciding to take or retain risk in pursuit of its objectives.

1. SERVICE DELIVERY

Refers to the delivery of services to the community, which includes the systems and physical assets that enable provision of these services, including structures (such as roads, buildings and facilities) as well as IT infrastructure, plant, vehicles & other equipment.

Nil.

2. SUSTAINABILITY & ENVIRONMENT

Relates to measures to preserve, protect and minimise impact on the natural environment, including sacred and indigenous lands, flora, fauna, heritage, water, waste, hazardous materials and pollution.

Nil.

3. FINANCIAL

Refers to planning and control of Council's budget to align with the sustainable achievement of the desired outcomes articulated in its Community Plan.

The position of Chairperson, Barossa Bushgardens S41 Committee is a voluntary position and does not attract remuneration fees.

4. PEOPLE

Relates to recruitment, retention, wellbeing and safety of employees and volunteers and engagement and management of contractors as well as the wellbeing and safety of the community.

Nil.

5. REPUTATION

Relates to policy, decisions, actions and circumstances that may cause Council to lose credibility with the community, ratepayers, key stakeholders, other levels of government and its own employees and contractors.

Nil.

COMMUNITY ENGAGEMENT

Not required.

DEBATE REPORT

4.3 FINANCE REPORT - AS AT 30 APRIL 2025

**Author: Executive and Project Support Officer
25/39233**

PURPOSE

To provide progress on budget income and expenditure as at 30 April 2025.

RECOMMENDATION

That Barossa Bushgardens Committee receive and note the report.

REPORT

Discussion

As at the end of April, the expenditure of most cost centres is progressing well.

Any minor budget adjustments completed in Quarter 3 are not currently showing in the report.

ATTACHMENTS OR OTHER SUPPORTING REFERENCES

Attachment 1 Bushgardens Budget Update as at 30 April 2025 [!\[\]\(c8253b2ca77e4963bebd7529f83f9028_img.jpg\) !\[\]\(f1e36da8287eaf891a62eebb55dcf655_img.jpg\)](#)

Supporting references

Nil.

COMMUNITY PLAN / CORPORATE PLAN / LEGISLATIVE REQUIREMENTS

Community Plan



Supporting a sustainable Barossa.

Strategic Outcome

- We support actions that manage our environment for future generations.
- We sustainably manage our resources and encourage sustainable practices.

Legislative Requirements

Local Government Act 1999

RISK MANAGEMENT CONSIDERATIONS

These statements are qualitative in nature and designed to provide an indication of Council's general position when deciding to take or retain risk in pursuit of its objectives.

1. SERVICE DELIVERY

Refers to the delivery of services to the community, which includes the systems and physical assets that enable provision of these services, including structures (such as roads, buildings and facilities) as well as IT infrastructure, plant, vehicles & other equipment.

Regular monitoring of financial performance ensures budget and expenditure are aligned to meet approved levels of service.

2. SUSTAINABILITY & ENVIRONMENT

Relates to measures to preserve, protect and minimise impact on the natural environment, including sacred and indigenous lands, flora, fauna, heritage, water, waste, hazardous materials and pollution.

Nil.

3. FINANCIAL

Refers to planning and control of Council's budget to align with the sustainable achievement of the desired outcomes articulated in its Community Plan.

To enable effective and strategic decisions, a finance report is provided for noting.

4. PEOPLE

Relates to recruitment, retention, wellbeing and safety of employees and volunteers and engagement and management of contractors as well as the wellbeing and safety of the community.

Nil.

5. REPUTATION

Relates to policy, decisions, actions and circumstances that may cause Council to lose credibility with the community, ratepayers, key stakeholders, other levels of government and its own employees and contractors.

Nil.

COMMUNITY ENGAGEMENT

Not required under Legislation or Council's Public Consultation Policy.

Bushgardens Nursery CC4105

Parameters: Definition = TBC_YTDBUD , Enquiry = BUSHGARDENS NURSERY , Enquiry Description = Bushgardens Nursery CC4
 Criteria: Cost Centre Is equal to 4105 and Cost Centre is equal to 4105

2425GLA As at Period 10	Current Actuals 2425GLA	Commitments 2425GLA	Actual + Committed 2425GLA	YTD Budget 2425GLF2	% of YTD Budget 2425GLF2
41547 - Commercial Activities - Seedling Sales	-26704.32	0	-26704.32	-2831.77	9.430257401
60001 - Wages - Normal Rate	0	0	0	0	0
60020 - Salaries - Normal	43781.09	0	43781.09	50657.25	0.864261088
60022 - Salaries - Travel allowance-	8825.69	0	8825.69	0	0
60023 - Salaries - Superannuation	5359.2	0	5359.2	5825.61	0.919937998
61140 - Contractors - Other Services	163.18	0	163.18	54.38	3.000735565
61210 - Direct Purchases - Stationery	413.52	0	413.52	74.04	5.585089141
61212 - Direct Purchases - Irrigation supplies	566.87	118.96	685.83	2.44	281.0778689
61213 - Direct Purchases - Weed/Pest Chemicals	2485.38	1557.48	4042.86	0	0
61214 - Direct Purchases - Fertiliser	0	0	0	0	0
61215 - Direct Purchases - Mulch/Loam	7386.25	0	7386.25	417.21	17.7039141
61216 - Direct Purchases- Plants/Shrubs	1771.7	0	1771.7	15.96	111.0087719
61220 - Direct Purchases - Loose tools	371.98	0	371.98	80.48	4.622017893
61223 - Direct Purchases - Other	12230.87	10856.65	23087.52	1662.95	13.88347214
61226 - Office Equipment consumables - Other	54.32	0	54.32	0	0
62002 - Depreciation Expense - Bldgs	0	0	0	0	0
62003 - Depreciation Expense - Infrastructure	0	0	0	0	0
62004 - Depreciation Expense - Equipment	0	0	0	0	0
63101 - Insurance - Income Protection Insurance	978.54	0	978.54	217.43	4.500482914
63102 - Insurance - Workers Comp Premium	1236	0	1236	137.31	9.001529386
63404 - General - Mobile Phone Expenses	0	0	0	0	0
90010 - Full Cost Attribution to External Services	8556.54	0	8556.54	0	0
	67476.81	12533.09	80009.9	56313.29	1.420799602

Bushgardens Site Expenditure

Bushgardens CC4115

Parameters: Definition = TBC_YTDBUD , Enquiry = BUSHGARDENS , Enquiry Description = Bushgardens CC4115 , Owner Id = SNIES

Criteria: Cost Centre Is equal to 4115 and Cost Centre is equal to 4115

2425GLA As at Period 7	Current Actuals 2425GLA	Commitments 2425GLA	Actual + Committed 2425GLA	YTD Budget 2425GLF1	% of YTD Budget 2425GLF1
41304 - Contributions - Other	-59.09	0	-59.09	0	0
41547 - Commercial Activities - Seedling Sales	0	0	0	-14581	0
41576 - Donations - Other Income	-1000	0	-1000	0	0
60021 - Salaries - Increase in Leave Liabilities	0	0	0	947.91	0
61120 - Contractors - Rubble Crushing	69.95	0	69.95	0	0
61121 - Contractors - Pest Control Services	0	0	0	0	0
61122 - Contractors - Cleaning Services	0	0	0	3031	0
61124 - Contractors - Waste Disposal Services	105	0	105	0	0
61125 - Contractors - Fire Equipment Servicing	0	0	0	371	0
61126 - Contractors - Bldg Maintenance Services	3444.3	-2591.84	852.46	2219	0.384164038
61137 - Contractors - Plant/Machinery Servicing	105	0	105	0	0
61140 - Contractors - Other Services	6529.17	368.29	6897.46	3017	2.28619821
61145 - Contractors - Airconditioning Services	0	0	0	91	0
61182 - Contractors - Tagging & Testing	0	0	0	329	0
61203 - Direct Purchases - Canteen Purchases	1075.68	89.51	1165.19	0	0
61206 - Direct Purchases - Assets < \$5,000	3767.73	-1872.73	1895	0	0
61209 - Direct Purchases - Vehicle/Machine Parts	119.27	0	119.27	0	0

61210 - Direct Purchases - Stationery	239.34	0	239.34	0	0
61212 - Direct Purchases - Irrigation supplies	188.96	0	188.96	0	0
61213 - Direct Purchases - Weed/Pest Chemicals	29.04	0	29.04	1925	0.015085714
61214 - Direct Purchases - Fertiliser	0	0	0	350	0
61215 - Direct Purchases - Mulch/Loam	0	0	0	2044	0
61216 - Direct Purchases- Plants/Shrubs	150.82	0	150.82	294	0.512993197
61220 - Direct Purchases - Loose tools	344.2	0	344.2	0	0
61223 - Direct Purchases - Other	959.42	2188	3147.42	0	0
61226 - Office Equipment consumables - Other	936.36	0	936.36	0	0
61301 - Energy Costs - Electricity	3050.18	0	3050.18	4312	0.70737013
61302 - Energy Costs - Gas	0	0	0	161	0
61303 - Energy Costs - Fuel & Lubricants	374.31	0	374.31	329	1.137720365
61304 - Water - Service Rates	157.2	0	157.2	313	0.502236422
61305 - Water - Usage Charges	0	0	0	1792	0
62002 - Depreciation Expense - Bldgs	9064.3	1294.9	10359.2	9065	1.142768891
62003 - Depreciation Expense - Infrastructure	5030.69	718.67	5749.36	5033	1.142332605
62004 - Depreciation Expense - Equipment	4477.41	639.63	5117.04	4480	1.142196429
63012 - Bank Charges	131.85	0	131.85	0	0
63100 - Insurance - Public Liability	2306.76	0	2306.76	1715	1.345049563
63101 - Insurance - Income Protection Insurance	297.92	0	297.92	1025	0.290653659
63104 - Insurance - Vehicle Insurance	0	0	0	602	0
63105 - Insurance - Buildings & Contents	1472.61	0	1472.61	345	4.268434783
63401 - General - Advertising	1099.65	366.55	1466.2	1050	1.396380952
63402 - General - Telephone	190.89	-245.43	-54.54	203	-0.268669951
63406 - General - Internet Expenses	366.84	-366.84	0	322	0
63408 - General - Vehicle Registration	0	0	0	0	0
63606 - IT - Internet Corporate	0	366.84	366.84	0	0
90010 - Full Cost Attribution to External Services	0	0	0	16200.35	0
	45025.76	955.55	45981.31	46985.26	0.978632661

Bushgardens Green Adelaide CC4120

Parameters: Definition = TBC_YTDBUD , Enquiry = BUSHGARDENS GREEN AD , Enquiry Description = Bushgardens Green Adelaide CC4120

Criteria: Cost Centre is equal to 4120

2425GLA	Current	Commitments	Actual +	YTD Budget	% of YTD
As at Period 10	Actuals	2425GLA	Committed	2425GLF2	Budget
	2425GLA		2425GLA		2425GLF2
20012 - Accrued Expenses - RDOs/Leave in Lieu	-134.1	0	-134.1	0	0
41403 - Operating Grant - CWM Boards	-70888.46	0	-70888.46	-2915.19	24.31692617
41404 - Operating Grant - Other	-2182.05	0	-2182.05	0	0
60001 - Wages - Normal Rate	0	0	0	0	0
60020 - Salaries - Normal	30080.17	0	30080.17	14891.94	2.019895997
60023 - Salaries - Superannuation	3097.35	0	3097.35	1712.55	1.808618726
61123 - Contractors - Recycling/Green Collection Svce	8.01	0	8.01	0	0
61140 - Contractors - Other Services	4968.42	1100	6068.42	308.08	19.69754609
61208 - Direct Purchases - Signs	1798	0	1798	399.54	4.500175201
61209 - Direct Purchases - Vehicle/Machine Parts	90.91	0	90.91	0	0
61223 - Direct Purchases - Other	2330.35	1388.65	3719	204.86	18.15386117
63012 - Bank Charges	30	0	30	0	0
63102 - Insurance - Workers Comp Premium	374	0	374	41.54	9.003370246
63401 - General - Advertising	643.64	643.64	1287.28	0	0
90010 - Full Cost Attribution to External Services	4740.66	0	4740.66	0	0
	-25043.1	3132.29	-21910.81	14643.32	-1.496300702

Bushgardens C4110 – Disability Program

Actual Vs Budget with Var

Parameters: Definition = TBC_YTDBUD , Enquiry = \$DEFAULT , Enquiry Description = Actual Vs Budget with %Var , Owner Id = TE
Criteria: Cost Centre is equal to 4110

2425GLA As at Period 10	Current Actuals 2425GLA	Commitment s 2425GLA	Actual + Committed 2425GLA	YTD Budget 2425GLF2	% of YTD Budget 2425GLF2
60001 - Wages - Normal Rate	0	0	0	0	0
60020 - Salaries - Normal	5408.39	0	5408.39	4167.87	1.297638842
60023 - Salaries - Superannuation	661.34	0	661.34	479.22	1.380034222
61210 - Direct Purchases - Stationery	6.32	0	6.32	0	0
61223 - Direct Purchases - Other	48.75	0	48.75	0	0
63101 - Insurance - Income Protection Insurance	94.78	0	94.78	21.07	4.49833887
63102 - Insurance - Workers Comp Premium	119.02	0	119.02	13.25	8.982641509
90010 - Full Cost Attribution to External Services	905.76	0	905.76	0	0
	7244.36	0	7244.36	4681.41	1.547473945

DEBATE REPORT

4.4 REVIEW OF BAROSSA BUSHGARDENS STRATEGIC PLAN 2024-2029

**Author: Executive and Project Support Officer
25/39278**

PURPOSE

The Barossa Bushgardens S41 Committee and Bushgardens staff have continued review of the Barossa Bushgardens 2024-2029 Strategic Plan.

RECOMMENDATION

That Barossa Bushgardens Committee:

- (1) Endorse the revised Barossa Bushgardens Strategic Plan 2024-2029 as presented and recommend its adoption by Council.

REPORT

Background

It is a requirement that the Committee undertake a review of the Strategic Plan to ensure its relevance to the operations of the Barossa Bushgardens in accordance with the Terms of Reference set for the Committee in managing the Bushgardens on behalf of the Council.

Introduction

At its meeting held in October 2024, and February 2025, the Barossa Bushgardens S41 Committee and Bushgardens staff progressed the review of the Strategic Plan, and the final draft version is presented to the Committee for endorsement and is included as Attachment 1.

Discussion

The Plan has been updated to include the revised SWOT analysis and purpose identified for the Bushgardens. Each of the key Result Areas and Strategies have been revised.

While still subject to Council consideration, linkages to corporate actions have been included in the Plan to reflect the service areas that have been reviewed in relation to the Corporate Plan.

Summary and Conclusion

The Barossa Bushgardens Strategic Plan has been updated and is presented for endorsement by the Committee to have adopted by Council.

ATTACHMENTS OR OTHER SUPPORTING REFERENCES

Attachment 1 Barossa Bushgardens Strategic Plan for Committee review - May 2025 [!\[\]\(e1fb41f4b2b70194bf6a365468b84fdd_img.jpg\)](#) [!\[\]\(6a449bddae2cb533f6d618ab185396f0_img.jpg\)](#)

Supporting references

Barossa Bushgardens Terms of Reference

COMMUNITY PLAN / CORPORATE PLAN / LEGISLATIVE REQUIREMENTS

Community Plan



Our Environment

Supporting a sustainable Barossa.

Strategic Outcome

- We support actions that manage our environment for future generations.
- We sustainably manage our resources and encourage sustainable practices.



Our Council

We strive to be a leader in regional Local Government and are committed to delivering effective, efficient, and valued services to the community.

Strategic Outcome

- We have strong relationships, and where appropriate, partner with our community, industries, stakeholders, the Local Government sector and Governments.

Corporate Plan

BS4 Council and Committees - Provision of support to Council and Committees through the provision of required information, agendas, and minutes. Council and Committees are provided with support to enable informed decisions

Legislative Requirements

Nil.

RISK MANAGEMENT CONSIDERATIONS

These statements are qualitative in nature and designed to provide an indication of Council's general position when deciding to take or retain risk in pursuit of its objectives.

1. **SERVICE DELIVERY**

Refers to the delivery of services to the community, which includes the systems and physical assets that enable provision of these services, including structures (such as roads, buildings and facilities) as well as IT infrastructure, plant, vehicles & other equipment.

Nil.

2. SUSTAINABILITY & ENVIRONMENT

Relates to measures to preserve, protect and minimise impact on the natural environment, including sacred and indigenous lands, flora, fauna, heritage, water, waste, hazardous materials and pollution.

Nil.

3. FINANCIAL

Refers to planning and control of Council's budget to align with the sustainable achievement of the desired outcomes articulated in its Community Plan.

Delivery of the Strategic Plan is undertaken in accordance with the adopted Budget and resources for the programs and services delivered by the Barossa Bushgardens.

4. PEOPLE

Relates to recruitment, retention, wellbeing and safety of employees and volunteers and engagement and management of contractors as well as the wellbeing and safety of the community.

Nil.

5. REPUTATION

Relates to policy, decisions, actions and circumstances that may cause Council to lose credibility with the community, ratepayers, key stakeholders, other levels of government and its own employees and contractors.

Nil.

COMMUNITY ENGAGEMENT

Not required by Legislation or Council Policy.



Place
Barossa Plants
Bushgardens People

2024 – 2029 Strategic Plan



The Barossa Council

Barossa Bushgardens Strategic Plan



Executive Summary

The Barossa Bushgardens Strategic Plan 2024 outlines the strategic direction for the next five years, focusing on enhancing community engagement, conserving native vegetation, and promoting cultural heritage. Key objectives include sustainable resource development, connecting people to nature, improving governance, and volunteer managements.

Introduction

Barossa Bushgardens is a regional native flora centre aimed at conserving, promoting, and supplying the Barossa's and neighboring region's unique native plants.

This community project operates on a seven-hectare site at 653 Research Road , Nuriootpa, showcasing a large variety of the regions 400+ plant species. The Barossa Bushgardens contain curated display gardens, a children's nature play area, and a labyrinth supporting mental health and wellbeing. The Natural Resource Centre in the Barossa Bushgardens aims to inform, educate and engage the local community, schools, First Nations groups, businesses, landholders, and visitors, as well as social and support groups about sustainability and natural resource management (NRM) with a focus on the three pillars: environmental, social and economic.

Barossa Bushgardens Strategic Plan



Place Plants People

The Barossa Bushgardens demonstrates the intertwined relationship between place, plants and people

The Future

Vision statement (**Why** - This is our core belief)

An engaged community connected to the native vegetation, natural environment and cultural heritage of the Barossa

Mission statement (**How** - This is how we intend to fulfil that core belief)

The Barossa Bushgardens collects and propagates native plants, and develops the gardens to showcase ecosystems of the Barossa region, through building relationships with people and organisations, sharing appropriate knowledge and practical skills to encourage the widespread use of Barossa plants, and the conservation of Barossa ecosystems.

Goals/objectives (**What** - This is what we will do to fulfil that core belief)

1. To develop and maintain a sustainable resource that meets the growing needs of the region
2. To connect people to the natural environment
3. To recruit, train and retain engaged volunteers
4. To improve governance
5. To engage people with the local cultural heritage

Barossa Bushgardens Strategic Plan



OPERATIONS AND ORGANISATION

The Barossa Council created a Committee under Section 41 of the *Local Government Act 1999* to oversee the Barossa Bushgardens. The Barossa Bushgardens S41 Committee operate in accordance with objectives set out under their Terms of Reference.

The Barossa Bushgardens operates under the following structure:

- Main Functions:
 - Gardens
 - Nursery
 - Natural Resource Centre
- Governance:
 - S41 Committee
 - Chairperson
 - No less than 5 and no more than 11 independent (community) members appointed by the Council; and
 - 1 Elected Member nominated by the Council.
 - Management Sub-Committee
 - Chairperson S41 Committee
 - Chairperson Friends of the Barossa Bushgardens
 - Operations Team Members
- Operations Team:
 - Director Infrastructure & Environmental Services
 - Manager Infrastructure & Environmental Services
 - Senior Environmental Officer
 - Barossa Bushgardens NRC Coordinator
 - Barossa Bushgardens Nursery Coordinator
 - Executive and Project Support Officer

Barossa Bushgardens Strategic Plan



Barossa Bushgardens Identity

The following provides an indication of how people see and talk about the Barossa Bushgardens, from both a positive and negative perspective.

It is accessible and has unique qualities that can appeal to diverse audiences.

It is a community-based facility, which is important but its commercial/ business capacity needs to grow.

The environment and biodiversity are critical themes but how these relate to wellbeing and mindfulness are also important.

The place has a branding issue, not enough people know about the Bushgardens or what it has to offer

Education and increasing the region's knowledge and capacity is a critical role for the Bushgardens.

Its grown organically and now it needs strategy to leverage its success and improve facilities.

Barossa Bushgardens Strategic Plan



SWOT Analysis

As part of the strategic planning process, an analysis was undertaken of the Strengths, Weaknesses, Opportunities and Threats. The following were raised:

Strengths	Weaknesses
- Abundant space – both built and natural environments - Strong and supportive stakeholder network - Diverse skill base across staff, volunteers, and Friends of the Bushgardens (FoBB) - Positive and collaborative relationship with local Council - Recognisable and respected brand/image - Strong community support and engagement - Position as a valued destination for events and festivals	- Limited connection and communication between staff, volunteers, and FoBB - Absence of a cohesive design framework guiding development - Structural limitations within FoBB organisation - Lack of structured succession planning for key roles - Some vegetation in the Bushgardens not suited to purpose or climate.
Opportunities	Threats
- Enhance reputation as a regional tourist attraction. - Strengthen links with local networks such as the bike trail, cellar doors, Park Run, etc. - Expand FoBB membership and improve integration with staff and activities. - Explore opportunities for corporate sponsorship and partnerships. - Develop and promote wellbeing-focused programs and activities. - Engage more effectively with youth audiences. - Partner with and celebrate First Nations communities and culture.	- Lack of succession planning could impact future resourcing of Bushgardens - Uncertainty in securing ongoing funding sources. - Impacts of climate change on existing gardens and plantings

Barossa Bushgardens Strategic Plan



Articulating the purpose of the Bushgardens is a critical part of developing a vision and the strategic priorities for the organisation. The purpose of the organisation provides some indication of why the organisation exists. Based on discussions, the following key purposes have been identified for the Barossa Bushgardens from an aspirational perspective.

1. The Barossa Bushgardens protects, preserves and develops the region's natural environment with a particular focus on indigenous habitat and native species. It does this by:

- a. Cultivating, distributing and planting native / indigenous plants and increasing native habitat.
- b. Demonstrating best practice in garden / nature design and management.
- c. Offering formal and informal education opportunities appropriate for domestic, commercial and industrial applications.
- d. Increasing awareness about biodiversity and encouraging people to behave in positive and sustainable ways.
- e. Empowering people to actively participate in positive activities that support stronger and more sustainable ecosystems – in their homes, across the region and on a global level.

2. The Barossa Bushgardens provides a place for people to connect to nature and to each other in both active and passive ways and supports health and wellbeing. It does this by:

- a. Being free and accessible.
- b. Offering opportunities to participate in structured and unstructured opportunities including learning, volunteering, social and play activities.
- c. Being a venue for events and exhibitions.
- d. Connecting with organisations that provide social support for those that are disadvantaged.
- e. To offer activities that support the health and wellbeing of residents and visitors.
- f. Working closely with First Nations representatives to understand and promote connections with the landscape through indigenous storytelling and interpretation.

3. The Barossa Bushgardens contributes to the local economy. It does this by:

- a. Being unique – with a community / environment / cultural offering not available elsewhere.
- b. Attracting visitors and offering experiences that complement the region's tourism strengths including wine, food and heritage.
- c. Operating a commercial standard nursery that meets the needs of both domestic and commercial markets.
- d. Being an attractive partner for commercial and not-for-profit organisations

Barossa Bushgardens Strategic Plan



Corporate Planning Framework

*Barossa Community Plan**(Strategic Management Plan for the Council)*

The Barossa Community Plan is an aspirational plan that provides a 20-year vision for the community and guides strategic decision making by Council.

OUR VISION

To create a vibrant and growing community where people support one another and come together to have fun and foster a sense of belonging, community spirit and connection to the Barossa..

OUR MISSION

Our mission as shared custodians of the Barossa is to cultivate an identity that celebrates diversity, embraces inclusivity and promotes a prosperous future. We strive to be prepared and take a planned and thoughtful approach to building our future, one that is welcoming to all.

OUR VALUES

Pride: We take pride in building strong communities in alignment with our environmental, social and governance framework.

Courageous Leadership: We value courageous leadership by being visionary, bold and innovative and taking proactive and positive action.

Community Spirit: We value our people and their cultural heritage, our landscapes and vistas, our food and wine, and our unique character.

Inclusiveness: We value diversity of people, inclusion, accessibility and tolerance.

OUR THEMES & ICONS

Our Community

Creating a safe and connected community where people have access to sustainable services and service levels and infrastructure they need and feel a sense of belonging.



Our Economy

Implementing economic development strategies to support future growth opportunities and a diversified and resilient economy showcasing the Barossa rural and regional character.



Our Environment

Supporting a sustainable Barossa.



Our Places

Our places and spaces enhance the liveability, retain rural and regional character and diversity of our communities.



Our Council

We strive to be a leader in regional Local Government and are committed to delivering effective, efficient, and valued services to the community.

Barossa Bushgardens Strategic Plan



Barossa Corporate Plan

The purpose of the Corporate Plan is to outline how Council's administration will deliver the Barossa Community Plan 2020-2040 and connect the strategic directions to what is needed practically on the ground to give effect to Council's vision.

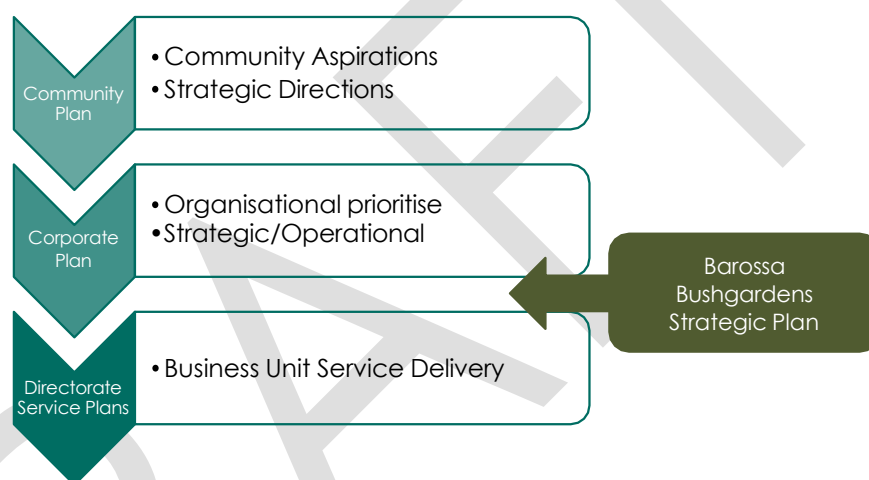
The Corporate Plan primarily reflects internal responsibilities identified within the Community Plan. It should be noted that there may be other initiatives arising from the Community Plan but that fall outside of the Corporate Plan due to their discretionary nature or where Council has a peripheral role as an advocate or supporting stakeholder.

The Corporate Plan will connect to all other relevant documents in a coordinated fashion and deliver accountability targets for Council and the community to measure performance.

Barossa Bushgardens Strategic Plan

*Community Land Management Plan*

The Barossa Bushgardens site (being a Crown Reserve for which The Barossa Council has care and control) is governed by the Community Land Management Plans, namely Management Plan 1 - Developed Reserves and Gardens (Version 1.0 / 8 June 2016). This Community Land Management Plan identifies objectives, and performance targets and measures for the management of The Barossa Council's developed reserves and gardens. The objectives and performance targets need to be considered in the management of the Bushgardens.

Links with the Corporate Planning Framework

Barossa Bushgardens Strategic Plan



Structure of the Plan

Key Result Area

A statement of what element is necessary for the Bushgardens to achieve its mission.

Strategy <i>A statement of action designed to achieve an overall aim</i>	Link to the Council's Community Plan Goal
	Theme Icon <i>Link to the Council's Community Plan Strategy</i>
Service Area	<i>Link to Service Area – Corporate Plan</i>
Output	<i>Link to Service Outputs – Corporate Plan</i>
ACTIONS	<i>Action items</i>

Community Plan Theme icons





Key Result Area 1

TO DEVELOP AND MAINTAIN A SUSTAINABLE RESOURCE THAT MEETS THE GROWING NEEDS OF THE REGION WITH CONSIDERATION TO THE CHANGING CLIMATE

Strategy 1 - Maintain and improve the Seed Bank	Supporting a sustainable Barossa  3.1 We support actions that manage our environment for future generations. 3.2 We sustainably manage our resources and encourage sustainable practices.
Service Area	CS17 - Natural Resources
Output	Output 1 - Sustainability Output 4 – Bushgardens Nursery
ACTIONS	a) Provision of nursery for the production and sale of native plants. b) Maintenance of a regional Seed Bank and Database. c) Development and maintenance of a Plant Collection Database. d) Improve the commercial capacity of the nursery, including inclusion of a council nursery operation.
Strategy 2 - Adopt and implement sound assets management principles	Our places and spaces enhance the liveability, retain rural and regional character and diversity of our communities  4.1 Our places are planned, managed and sustainable Creating a safe and connected community where people have access to sustainable services and service levels and infrastructure they need and feel a sense of belonging  1.2 Our services and facilities are accessible
Service Area	CS3 - Assets
Output	Output 8 – Asset Maintenance and Operations – Open Space

Barossa Bushgardens Strategic Plan



ACTIONS	a) Management/Maintenance of native gardens and Bushgardens site b) Review and update the Masterplan identifying key priorities for the next five years. c) Seek to incorporate and access/linkages to Coulthard Reserve as part of the broader Bushgardens site. d) Develop Guidelines for Curation of the Barossa Bushgardens
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Key Result Area 2

TO CONNECT PEOPLE TO THE NATURAL ENVIRONMENT

Strategy 1 - improve links with the early years, primary, secondary and tertiary education sector	Supporting a sustainable Barossa  4.1 We support actions that manage our environment for future generations. 4.2 We sustainably manage our resources and encourage sustainable practices.
Service Area	CS17 - Natural Resources
Output	Output 3 – Environmental Education and Awareness
ACTIONS	a) Administer/conduct environmental education and awareness programs. b) Provide opportunities for students and researchers to support the delivery of the Barossa Bushgardens outcomes. c) Organise suitable events to support the key objectives of the Barossa Bushgardens. d) Provide opportunities and access across a range of sectors (art, culture, First nations, public health and wellbeing) that align with the objectives of the Barossa Bushgardens.

Barossa Bushgardens Strategic Plan



Strategy 2 – support and promote sustainability	Supporting a sustainable Barossa  3.1 We support actions that manage our environment for future generations. 3.2 We sustainably manage our resources and encourage sustainable practices.
Service Area	CS17 – Natural Resources
Output	Output 1 – Sustainability Output 2 – Land, Water and Biodiversity Output 3 – Environmental Education and Awareness
ACTIONS	a) Support The Barossa Council's Sustainability Officer, programs and initiatives within the region. b) Develop, implement and support land, water and biodiversity initiatives and programs within the region. c) Increase and improve collaborations with key stakeholders of the Barossa Bushgardens.
Strategy 3 – create and deliver social inclusion opportunities	 Creating a safe and connected community where people have access to sustainable services and service levels and infrastructure they need and feel a sense of belonging 1.1 Our community is welcoming, vibrant and safe. 1.2 Our services and facilities are accessible. 1.3 We have a healthy respect for our diversity, character and history and we welcoming and supportive of all people.
Service Area	CS19 – Social Inclusion
Output	Output 4 – Social Support Groups
ACTIONS	a) Deliver, develop and facilitate disability support programs, activities and events. b) Ensure the Barossa Bushgardens are developed and align with The Barossa Council's Disability Access and Inclusion Action Plan.

Barossa Bushgardens Strategic Plan



Strategy 4 - Create and deliver community-oriented training opportunities	 Implementing economic development strategies to support future growth opportunities and a diversified and resilient economy showcasing the Barossa Rural and regional character. 2.2 We partner with and support local business 2.3 We are a destination of choice
Service Area	CS10 – Economic Development
Output	Output 1 – Economic Development
ACTIONS	a) Form strong partnerships that link the Bushgardens to the wine and tourism industries.
Strategy 5 - Engage with Aboriginal people	 Creating a safe and connected community where people have access to sustainable services and service levels and infrastructure they need and feel a sense of belonging 1.1 Our community is welcoming, vibrant and safe. 1.3 We have a healthy respect for our diversity, character and history and we welcoming and supportive of all people.
Service Area	CS19 - Social Inclusion
Output	Output 7 – Aboriginal Reconciliation
ACTIONS	a) Host Reconciliation Week event co-designed with our First Nations in association with The Barossa Council and in collaboration with Barossa Reconciliation Group. b) Engage and continue to develop relationship with First Nations Elders and the wider community.

Barossa Bushgardens Strategic Plan



Strategy 6 - Increase profile of the Bushgardens



Our Community

Creating a safe and connected community where people have access to sustainable services and service levels and infrastructure they need and feel a sense of belonging.

1.1 Our community is welcoming, vibrant and safe.

1.3 We have a healthy respect for our diversity, character and history and we welcoming and supportive of all people.



Our Council

We strive to be a leader in regional Local Government and are committed to delivering effective, efficient, and valued services to the community.

5.4 We have strong relationships, and where appropriate, partner with our community, industries, stakeholders, the Local Government sector and Governments.



Our Economy

Implementing economic development strategies to support future growth opportunities and a diversified and resilient economy showcasing the Barossa Rural and regional character

2.3 We are a destination of choice.

Service Area	BS3 - Communications and Engagement
Output	Output 3 – Community Engagement Output 5 – Online / Website support
ACTIONS	a) Prepare editorial articles for the local newspapers and subscribers. b) Update information/educational materials and maintain and update website and social media platforms. c) Update signage (does this apply here?) d) Support the Friends of the Barossa Bushgardens (FoBB) to increase their profile and engage the wider community in core business of the Barossa Bushgardens.

Barossa Bushgardens Strategic Plan



Service Area	CS20 – Tourism
Output	Output 1 – Visitor Information and Resource Management Output 2 – Visitor Enquiries/Customer Service
ACTIONS	a) Increase interpretation signage to guide and enhance visitor experience. b) Position the Barossa Bushgardens and Natural Resource Centre as a destination for visitors and as a community hub for social club meetings, gathers and tours.



Key Result Area 3

TO RECRUIT, TRAIN AND RETAIN PRODUCTIVE VOLUNTEERS

Strategy 1 - Achieve stable and sustainable volunteer group



Creating a safe and connected community where people have access to sustainable services and service levels and infrastructure they need and feel a sense of belonging.

- 1.1 Our community is welcoming, vibrant and safe.
- 1.2 Our services and facilities are accessible.
- 1.3 We have a healthy respect for our diversity, character and history and we welcoming and supportive of all people.

Service Area

CS21 – Volunteers

Output

Output 1 – External Volunteer Support
Output 2 – Internal Volunteer Support
Output 3 - Volunteering Promotion and Advocacy
Output 4 – Community Engagement

ACTIONS

- a) Provide support, training and development opportunities for Barossa Bushgardens volunteers.
- b) Attract new volunteers to support program delivery.
- c) Recognise and acknowledge volunteer contributions to the Barossa Bushgardens



Key Result Area 4

TO IMPROVE GOVERNANCE

Strategy 1 - Develop and execute a new governance model	 We strive to be a leader in regional Local Government and are committed to delivering effective, efficient and valued services to the community. 5.1 We deliver a quality customer experience based on a willingness to innovate and drive change. 5.4 We have strong relationships, and where appropriate, partner with our community, industries, stakeholders, the Local Government sector and Governments.
Service Area	BS2 - Business Transformation
Output	Output 2 – Continuous Improvement Project Management
ACTIONS	a) Documentation of tasks and processes for the Barossa Bushgardens .
Service Area	BS4 - Council and Committees
Output	Output 2 – Coordination: Council Committees and Working Groups
ACTIONS	a) Ensure the effective operation of the Barossa Bushgardens Committee in accordance with the Local Government Act, Terms of Reference, and Meeting Procedures. b) Develop and execute a new governance model for the Barossa Bushgardens.
Service Area	BS7 – Governance
Output	Output 1 – Governance and Policy Advice Output 4 – Legislative Reform Output 5 – Complaints Management Output 6 – Policy Framework Management
ACTIONS	a) Implement legislative reform, where applicable.

Barossa Bushgardens Strategic Plan



Strategy 2 - Maintain a strong financial framework	 We strive to be a leader in regional Local Government and are committed to delivering effective, efficient and valued services to the community. 5.2 We are financially sustainable and take a planned and long-term approach to investment. 5.3 We have sound asset management services. 5.4 We have strong relationships, and where appropriate, partner with our community, industries, stakeholders, the Local Government sector and Governments.
Service Area	BS6 – Finance
Output	Output 2 – Budget Management and Financial Accounting
ACTIONS	a) Ensure effective Budget Performance
Strategy 3- Maintain effective internal controls to reduce risk	 We strive to be a leader in regional Local Government and are committed to delivering effective, efficient and valued services to the community. 5.2 We are financially sustainable and take a planned and long-term approach to investment. 5.3 We have sound asset management services. 5.4 We have strong relationships, and where appropriate, partner with our community, industries, stakeholders, the Local Government sector and Governments. 5.5 We have a safe, healthy and resilient workforce
Service Area	BS5 – Risk and Safety
Output	Output 1 – Risk Framework Management Output 2 – Internal Audit Output 4 – Disaster Recovery and Business Continuity Output 5 – Work Health and Safety Systems Management

Barossa Bushgardens Strategic Plan



ACTIONS	a) Identify and prepare Operational Risk Profile. b) Identify and document processes to reduce threat of disease, animals, weeds and pests to nursery and gardens at Barossa Bushgardens c) Manage organisational risk in the delivery of core services d) Ensure that identified Internal Financial Controls are effectively monitored and maintained e) Maintain and facilitate the ongoing testing and development of Council's Business Continuity Plan and associated Sub-Plans. f) Maintain and champion the implementation of Councils WHS System g) Undertake WHS Compliance Inspections h) Implement, Review and Maintain Work Health Safety Improvement/Action Plan i) Participate in mandatory external WHS Audits j) Maintain Chemalert Database for sites where chemicals used
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Barossa Bushgardens Strategic Plan



Strategy 4 - Maintain and explore new funding opportunities	 We strive to be a leader in regional Local Government and are committed to delivering effective, efficient and valued services to the community. 5.2 We are financially sustainable and take a planned and long-term approach to investment. 5.3 We have sound asset management services. 5.4 We have strong relationships, and where appropriate, partner with our community, industries, stakeholders, the Local Government sector and Governments.
Service Area	BS8 – Grants
Output	Output 1 – Grant Sourcing Output 2 – Grant Management
ACTIONS	a) Identify and develop funding opportunities to assist in delivery of projects and programs. b) Prepare a prospectus to assist in promoting the benefits of the Barossa Bushgardens to potential funding partners. c) Monitor and report on grant status and prepare acquittal reports.

Barossa Bushgardens Strategic Plan



Monitoring and Reporting

Successful implementation of this strategic plan will be achieved by monitoring and measurement of the following areas.

Strategic planning	Update	Total Review	Responsibility
Strategy formulation	As needed	Annually	S41 Committee
Action planning	Annually	Annually	Management Committee
Finance	Monthly Meetings	Annually	Management Committee
Resource requirements	Monthly	Annually	S41 Committee
Review of income and expenditure against budgeted data	Quarterly		Management Committee
Review of action plan progress and achievements	Quarterly		Management Committee