

# APACE WA ANNUAL REPORT 2024-2025





## ACKNOWLEDGEMENT OF COUNTRY

Apace WA is situated at Walyalup (North Fremantle) on Whadjuk Noongar Boodja alongside the Derbarl Yerrigan (Swan River). We acknowledge the Whadjuk people of the Noongar Nation as the traditional owners and custodians of these lands and waterways and pay our respect to the Elders, past and present. We are thankful to the Whadjuk community and to all Aboriginal and Torres Strait Islander people who share their knowledge and wisdom in caring for Country.





# FROM THE GENERAL MANAGER

## Celebration. People. Innovation.

2025 was a year to reflect, appreciate and celebrate as we marked 40 years since Apace was incorporated in August 1985.

For a few moments, we set aside the day-to-day operations of running a dynamic native plant nursery, seedbank, environmental services, and community organisation, and celebrated with an Open Day.

We commenced with a Welcome to Country conducted by Karen Jacobs, a Senior Representative of the Whadjuk People in the Noongar Nation. The Mayor, Hannah Fitzhardinge warmly acknowledged the close relationship and history between Apace and the City of Fremantle.

Founding members, past and present volunteers and staff, community members and families and friends from across Perth all congregated to reconnect and share stories, their own history with Apace. We recognised and paid tribute to the incredible efforts and the contributions so many have made over the past 40 years. People like Tony Freeman who dedicated 39 years to Apace, standing beside Ann Forma, Bob De Luca, Renee Hillman and Shane Birch.

The dedicated, passionate and committed group of local residents who started Apace weren't to know the legacy they were creating, but they laid the foundations for a vibrant, dynamic community-led organisation that places at its centre, care for one another and the environment.

Outside of the celebrations, this was a year to make inroads into the key goals of our Strategic Plan 2024-2030.

Volunteering is a huge part of what Apace is about, connecting community, creating safe and welcoming spaces for all, teaching new skills and sharing our passion and compassion for the environment. This aligns deeply with our third goal of community and connection. To enable us to better look after our volunteers, two new roles were created in 2025. Debbie Murphy took on the role of **Events and Community Coordinator** responsible for the induction and care of all new volunteers, in addition to coordinating social and educational events utilising our Rammed Earth Building. In the nursery, Dominic Petridis, and subsequently Sarah Metcalf, took on the role of **Senior Nursery Technician – Volunteers**, training new volunteers in plant care and related nursery tasks. This is no small task with over 70 people including supported volunteers with carers, school groups, and university interns.

Another newly created role is the **Administration & Finance Manager** filled by Rebecca Chapple to oversee our payroll and finances. This returns our financial management in-house after being outsourced for the past two years.

The nursery team too benefited from some reworking of the staff structure. Significant time and effort was devoted to appraising the responsibilities and tasks within the nursery and collaboratively developing a model where these responsibilities were allocated across multiple team members rather than upon a single nursery manager. This led to the promotion of some staff to Senior Nursery Technician positions in areas such as retail, sowing and cuttings, work health and safety, volunteers, maintenance and wholesale orders. This work was supported by PeopleStart, who provided HR services, improving processes, procedures, documentation and governance, and ensuring adherence to fair work practices.

As a fitting tribute to the "appropriate technology" part of our name and history, in 2025 we were innovative and courageous in incorporating new technologies into our operations. Computer tablets and point of sale software were introduced into our retail nursery, point to point Wi-Fi was installed across the nursery, the Xero accounting system was refined for our purposes including digital payroll, and more recently, Evergreen Connect, a nursery specific inventory control software was rolled out across nursery operations and the Swan Seedbank and provenance. The staff were quick to adapt and re-train themselves and adopted these new technologies with professionalism and positivity. Our efficiencies, accountability and record keeping have improved as a result helping us to work smarter not harder, and raise our professionalism with our customers and clients.

There is much more than this page allows to share on our growth and refinement as an organisation. I hope that throughout the year, you tap into our reinvigorated newsletter published six times a year in line with the Noongar seasons. Our mailing list continues to expand.

We look ahead to 2026 feeling optimistic and ready for the new planting season, subsidy month in May, and growing our connections in the community.

**Zoe Johnson**  
General Manager









## FROM THE BOARD

There has been a lot to celebrate this year. This year marked the 40th year of Apace WA and has been a time to reflect on all we have been, everything we have become, and all the people that have been part of this journey.

This year we produced more than half a million plants! This is critically important work for preserving, protecting and promoting the plants from the Swan Coastal Plain and Darling Scarp. Our work helps maintain biological diversity, provide habitat for native fauna, support essential ecosystem services, mitigate the impacts of climate change and enable the all-important green spaces for our physical and mental health.

Our impact on the planet is without question, but what makes our organisation unique is the way that the community of Apace supports and nurtures both plants and people. In the past year we have worked to cherish our staff, welcome our volunteers, celebrate our founding members, strengthen our relationships with our partners and extend our connections with people near and far. Apace WA is an organisation that operates with heart and our community and these connections are our lifeblood.

As Chair of the board of Apace I've had the privilege of working with my fellow board members and I would like to thank them for their diligence and commitment to the organisation. Ross Wylie (Vice-Chair), Connaugh Druhan (Treasurer), Deb Bevan (Secretary) and Alex Nehammer are volunteers that give their time to Apace generously. Special mention this year goes to Connaugh Druhan who carried out his duties as treasurer skillfully while welcoming his first-born child.

I would also like to acknowledge and thank our brilliant General Manager Zoe Johnson who brings an open, caring and can-do attitude to her role. Zoe has been managing the complexity of day-to-day operations, quietly consolidating and improving systems, identifying and seeking out new opportunities and innovations, all while nurturing our community.

**Davina Boyd**  
Chair

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### Apace Board

**Davina Boyd**, Chair

**Deb Bevan**, Secretary

**Connaugh Druhan**, Treasurer

**Ross Wylie**, Vice-Chair

**Alex Nehammer**, Ordinary Member

Sincere thanks to our board members who volunteer their time and expertise. We are deeply appreciative of your care and commitment to Apace.

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# ABOUT **APACE**

Apace is a not-for-profit community and environmental organisation that has a vision for a greener planet and connected world. Founded in 1985 by a dedicated and committed group of local residents and researchers, 40 years later their legacy continues in the form of a vibrant and dynamic organisation that specialises in the propagation of native plants endemic to the Swan Coastal Plain and Darling Scarp. The work of the nursery, seed and provenance and conservation teams together with volunteers and the community is inspirational. The rich biodiversity of the region is honoured, treasured, shared and safeguarded on our multi-purpose site alongside the Derbarl Yerrigan (Swan River).

## OUR **VALUES**



### Care

We care for planet, plants and people.



### Community

We celebrate and promote community because it creates a sense of belonging, shared identity and purpose.



### Diversity

We are passionate about diversity and inclusion.



### Ethical

Ethics guide us to make a positive impact through our decisions and actions.







## **GOAL 1** Land and Country

Safeguard and improve the environmental conditions under which humanity and nature can thrive.



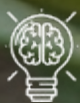
## **GOAL 2** Plants and Seeds

Produce, promote and increase the distribution of native flora of WA, with a specialisation in the seeds and plants of the Swan Coastal Plain and Darling Scarp.



## **GOAL 3** Community and Connection

Champion and advocate for social cohesion to build a society that values equality and inclusion.



## **GOAL 4** Sustainability and Innovation

Ensure our organisation is flourishing, respected, resilient and financially prosperous.





## NURSERY

A highlight in the nursery calendar is the annual subsidy scheme in May. Apace partners with local councils (12 last year) and supplies local residents with native species endemic to their area, for planting in their gardens or on verges. In most instances councils fund set quotas paying half the cost of a forestry tube with residents paying the other half. The scheme has run successfully since 2006 when Nedlands first trialled it and other councils jumped on board recognising its success. When residents come to Apace to buy their seedlings it is a great opportunity for us to share our knowledge and expertise developed over 40 years.

People gain a greater appreciation for the beauty of our species in this internationally recognised biodiverse hotspot.

In 2025, Nursery Manager David Bell initiated new procedures and processes which enabled the subsidy scheme to become more efficient, streamlined and less stressful for staff at a peak time of year. The vibe was relaxed, organised and fun, and resident feedback was very positive. In addition, tablets and electronic points of sale enabled a smooth retail experience. Apace was able to inform individual councils of their remaining plants accurately and in real time. On day one of the subsidy scheme over 8,200 plants were taken out the gate by residents. By the end of May, 64,587 had been sold.

At the same time, the nursery team were picking and delivering the wholesale orders, with 553 orders accounting for 338,367 forestry tubes from general nursery and 56,217 seedlings propagated and grown by the provenance team.

Planting season (April – August) may be the pinnacle of the year but during the months either side of these, an incredible amount of work is done behind the scenes to ensure our plants germinate well and are healthy, of good size and ready to go into the ground at the right time. One of our key challenges is protecting the plants from pests and diseases. In 2025, Anna Kosiarski in her role as Nursery Manager – Crop Health, brought in measures to combat the very destructive Chilli Thrip which initially targeted Acacia species but then moved onto other species including Eucalypts. Working with Ecobiom, Anna adopted some Integrated Pest Management (IPM) approaches using beneficial insects to target the destructive ones. These measures, together with other steps such as sticky traps, regular crop monitoring and planting some species earlier in the season to allow them to be stronger to stand up to attack, enabled Apace to reduce plant losses significantly.

### Threatened & vulnerable species sold

Acacia Aphylla - Vulnerable\*  
 Acacia Splendens - Critically endangered\*  
 Chorizema Varium - Endangered\*)  
 Eremophila Subterrifolia - Critically endangered\*  
 Grevillea Thelmanniana - Critically endangered\*

\*DBCA Government Gazette, WA September 2022





## Seedlings gown in 2024-2025

**338,367**

FOR GENERAL  
WHOLESALE  
ORDERS

**56,217**

PROVENANCE  
ORDERS

**64,587**

FOR SUBSIDY  
SCHEMES IN MAY

**42,960**

RETAIL NURSERY  
SALES

**503,131**

TOTAL

## Subsidy month (May)

**64,587**

NATIVE SEEDLINGS

**8,200**

NATIVE SEEDLINGS  
ON DAY 1

**12**

LOCAL COUNCILS

**3,000 +**

LOCAL RESIDENTS

Thanks to the councils of Cambridge, Claremont, Cockburn, Cottesloe, East Fremantle, Fremantle, Melville, Mosman Park, Nedlands, Peppermint Grove, Subiaco and Swan.

Inventory control is another huge challenge in running a nursery. This was greatly assisted this year with our investment in Evergreen Connect, a nursery-specific ordering and inventory-management system. Again, staff embraced this new technology led by Senior Nursery Technician – Sales, Daniel Minton. Evergreen Connect allows clients to order directly from Apace and our nursery technicians to update the system immediately, allowing for live stocktake and reassurance of plant quantities. It also facilitates detailed production planning, plant care reporting, and the digitising of the seedbank.

The nursery also benefited from some much-needed infrastructure upgrades this year. Custom designed stainless steel tables were installed in the REB shadehouse replacing rusty and damaged tables, improving safety and longevity. The tables' new dimensions also enable staff to perform stocktakes more quickly with an even spread of seedling trays. In addition, a mini digger has improved safety and efficiency replacing the old system of hand barrowing soil into the nursery hopper. We are also incredibly thankful to Tracc Civil and especially their electrical team for installing a new reticulation controller and giving the aging retic box a beautiful makeover.

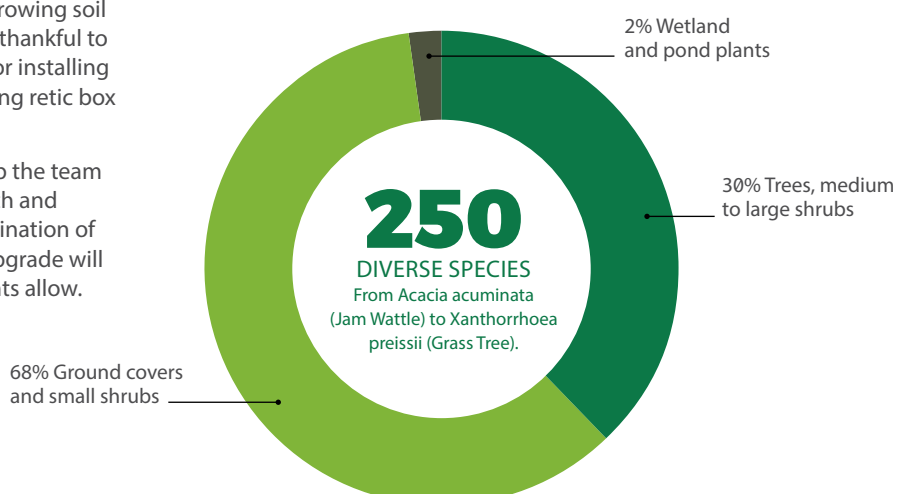
In 2025-26, the nursery will continue to develop the team with further training opportunities, and research and development in the areas of cuttings and germination of endangered species. Our reticulation system upgrade will continue, as operational and financial constraints allow.



### Top 10 species sold

1. Anigozanthos manglesii
2. Conostylis Candicans
3. Leucophyta brownii
4. Patersonia occidentalis
5. Grevillea crithmifolia prostrate
6. Anigozanthos viridis
7. Banksia blechnifolia
8. Hardenbergia comptoniana
9. Kennedia prostrata
10. Conostylis aculeata

### Species diversity







### Plants for Friends and Landcare groups

Cambridge Coastcare  
Cockburn Community Wildlife Corridor  
Cottesloe Coastcare  
AGLG  
Bannister Creek Catchment Group  
Coexist Australia  
Conservation Volunteers Australia  
Friends of Banyowla Clifton Hills  
Friends of Bennett Brook Reserve  
Friends of Clontarf Hill  
Friends of Glen Park Reserve  
Friends of Lake Claremont  
Friends of Maylands Samphires  
Friends of Mosman Park Bushland  
Friends of Samson Park  
Friends of Upper Lesmurdie Falls  
Greening Australia  
Lower Helena Association  
Moore Catchment Council  
Murdoch University & Carbon Positive (Miyawaki forests)  
Peel Harvey Catchment Council  
Perth NRM  
Roley Bushcare  
SERCUL  
Swan Estuary Reserve Action Group  
Valley Verges

### Plants for Schools

All Saints' College  
Aquinas College  
Armadale PS  
Ashburton Drive PS  
Lakelands Senior High School  
Beldon PS  
Cockburn Primary Schools (multiple)  
Ocean Reef PS  
Sacred Heart College  
Santa Maria College  
Swanbourne PS



# PROVENANCE AND SEED

Led by Marie Jacobson, the three-member Seed and Provenance team (Marie, Lenny Stiles and Kate Grinter) is responsible for seed collection, processing and growing of local provenance plants (plants that are grown from seed, collected from healthy plants growing in the same area as the intended planting site). In addition, the team provide training in Seed Collection and Provenance for community volunteer groups, local government employees, technicians and practitioners from the sector.

During 2024-24 the team collected seed from reserves within the Cities of Canning, Gosnells and Nedlands. Simultaneously, and with the help of fellow Apace staff and volunteers, the team also propagated close to 60,000 seedlings which have been replanted back into the areas from where the seed was collected.

One of the site highlights is Ellis Brook Valley Reserve in the suburb of Martin. It is rich in wildflowers with a diverse range of native flora. The team have been working in this reserve seed collecting this season for the City of Gosnells. They enjoyed walking the beautiful trails looking for mature seeds to collect whilst experiencing the beauty of the site, including the flowering pink Ptilotus (Mulla Mulla) and the breath-taking views of the city. What a great place to call your office!









# CONSERVATION AND REVEGETATION

One of the highlights this year for the Conservation and Revegetation team was working with Carbon Positive and Bush Heritage Australia in the revegetation of Eurardy Reserve 145 kilometres north of Geraldton. The reserve, formerly a pastoral station, extends across more than 30,000 hectares of Nanda country. The land was purchased by Bush Heritage 20 years ago with the aim of protecting biodiversity and revegetating cleared areas. In July 2024 the Apace team of four led by Sam Sweeting stayed on the reserve for two weeks and were part of a larger planting team. Since inception over 700,000 seedlings have been planted with a range of 82 species. In May 2025 the team returned, along with one of our university interns, to monitor past plantings. After significant rainfall initial indications are that the seedlings are establishing well.

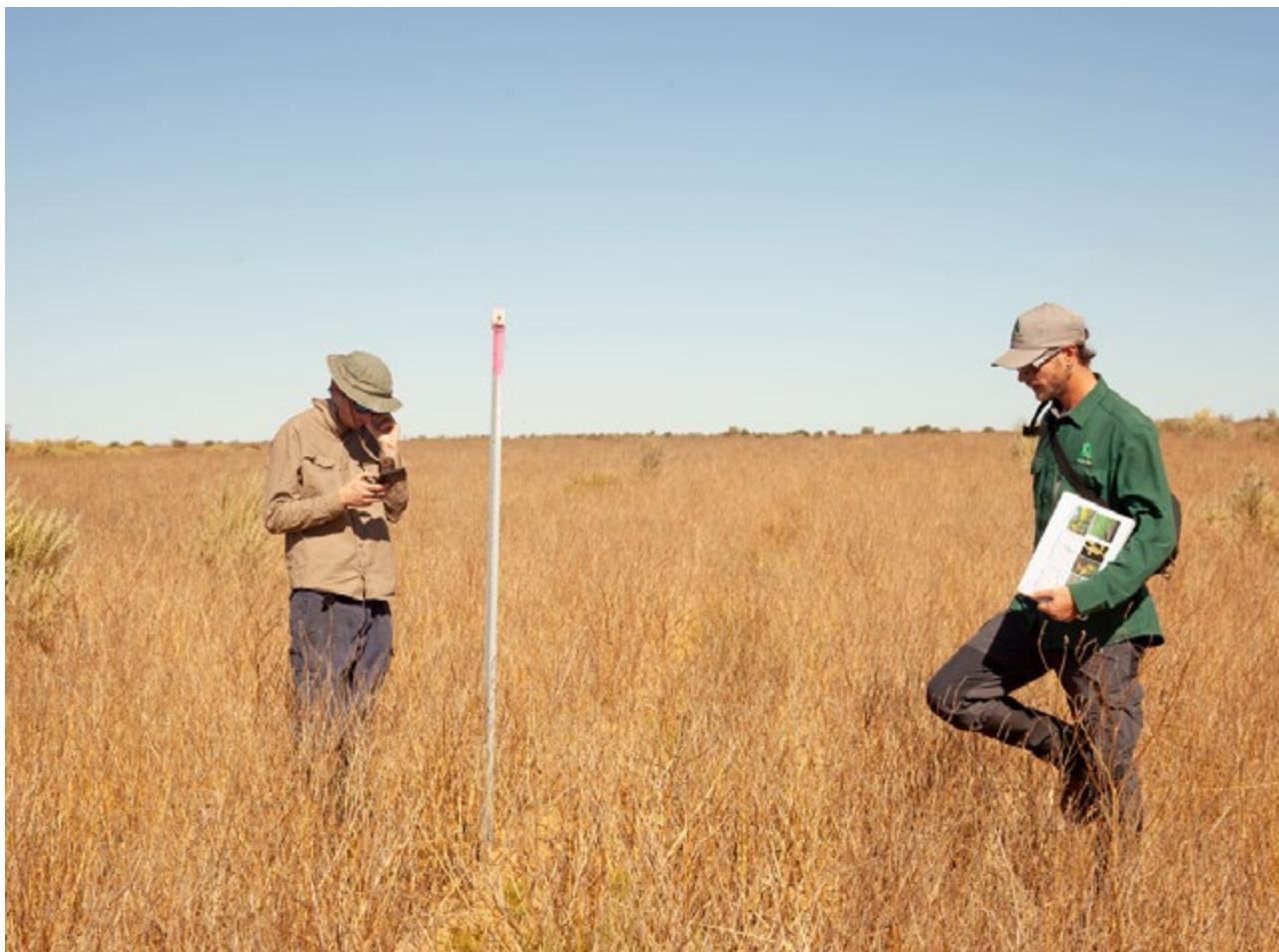
Closer to home, the C&R team worked with the City of Bayswater to assist in works to maintain the samphire salt marshes along the Swan River in Clarkson Reserve. The City has created a management plan to revegetate and extend the samphires boundary to reduce the risk of rising water levels threatening the ecological community. Works include weed control to combat both summer and winter weeds and revegetation. On average, the Apace team installs around 6,000 provenance seedlings here each year. The Apace team also assisted the Friends of Maylands Samphires in their weed control and revegetation worked funded by grants through the Swan Alcoa Landcare Program (SALP).

Just across the river the team have continued the long association with the Town of East Fremantle in the care of Niergarup Track and John Tonkin Nature Reserve. These areas are of significant interest to one of Apace's founding members, Ann Forma and the team regularly undertake weed control and revegetation under her guidance, often with the added assistance of long-standing volunteers, George and Tig.

Other long-standing clients included Heidelberg Materials (formerly Hanson) and the C&R team undertook regular weed control and maintenance with some revegetation works across the company's three sites at Redhill, Ellenbrook and Byford.

During the second part of the year the C&R team experienced some changes in management and staff losses. This led to the retraction of some services while other services were fulfilled drawing from staff within the nursery and seed and provenance field teams.

Apace is optimistic about rebuilding these services to former levels from 2026 and beyond.





# COMMUNITY

## Volunteering

Volunteering has always been an integral part of Apace as an organisation. In 2025 the creation of the two new roles of **Events & Community Coordinator** and **Nursery Volunteer Coordinator** demonstrated the value and appreciation our organisation has for our volunteers. Our processes for inducting new volunteers have been refined and improved to ensure our volunteers feel welcome, have a clear understanding of their tasks, are given adequate training, and that their experience is tailored to their individual interests and strengths wherever possible. The revised structure and organisational procedures also alleviate pressures upon nursery managers.

Our volunteers represent diverse backgrounds, generations, life experiences, abilities and identities, enhancing our lives and understanding through their interactions with one another and our staff. Morning tea-break facilitates friendly and fun banter, while there are also quiet spaces for those who find larger gatherings challenging. Some come for the social interaction, some to develop employment skills, some to contribute towards a better environment. Whatever the reason, they light up our days and make a real and meaningful difference!

*"Getting one's hands dirty with like-minded people is very energising. It's practical and worthwhile. And it's also fun."*

*"I enjoy being around the young team members, who keep me up to date with politically correct terminology!"*

*"My daughter loves going here for work experience. Very engaging and accepting of her needs."*

**41** VOLUNTEERS  
15 long-term, 26 new

**2** MATCHWORK PARTICIPANTS  
(Work for the Dole)

University interns from  
**Murdoch, Notre Dame & Curtin**

**10** SUPPORTED VOLUNTEERS

Supported school students:  
**Atwell College & Leeming SHS**

**9,000\***  
VOLUNTEER HOURS  
\*ESTIMATED



### Rodney & Rik retiring

After a combined contribution of close to 40 years Rodney Hill and Rik Hughes retired in 2025. These two smiling, quiet achievers were like brothers in the potting shed, even sharing the same initials (RJH - both having John as their middle name).

Rik was hired by Ability WA in 2007 as a Community Support Officer (CSO) initially filling in for Rodney's regular carer while he was on leave. The two hit it off very early on and it wasn't long before they were regulars on Thursdays and Fridays sorting the pots ready for steam sterilisation and re-use in the nursery.

Rik's first impressions in those early days of sorting pots was "what a bloody mess". Before the purpose-built shed was erected (around 2014), Rik and Rodney and the team of pot sorters including Shane, Robert and Peter, worked behind a couple of sea containers that used to be on site. Every step of the process was done by hand. They would scoop out any remnant soil, wash the pots and chemically treat them in big tubs. Over the years they did a lot of work to improve the process and were instrumental in creating the steam sterilisation process that is used today.

Rik says the highlight of their time at Apace was the people they met. "Everyone always made us feel so welcome. There was never any negative feeling. We really enjoyed our time."

Rik used to write down Rodney's goals in a notebook and his main goal was to "get his work done and catch up with his mates", friends that he'd made over the years at Apace.

As time went on the friendship between Rodney and Rik deepened. "I became one of Rodney's family," Rik says. "It was a once in a lifetime thing. Rodney's probably my longest-standing mate of my life. I spend time with the family, and they invite me over all the time."

Rik was keen to stress how good all the people at Apace were. "Super friendly, super helpful, always asked if we needed anything (we usually didn't need much)."

In retirement Rodney has travelled with his parents to Sydney and the Gold Coast. Rik is looking forward to catching up with him upon his return.

We are deeply thankful for Rik's 18-year service to Apace and Rodney's 22 years and wish them both well in retirement.



*"Everyone always made us feel so welcome.  
There was never any negative feeling.  
We really enjoyed our time."*



# EVENTS

## Gardening Australia

Apace was thrilled to be featured in Episode 2 in the 2025 season of Gardening Australia aired nationally on ABC-TV in March. To celebrate we hosted an open-air screening on the lawn in front of the REB. The drone shots showing Apace from above were breathtaking. If you missed the episode or wish to watch it again the link is available on our website - News and Events - Apace WA. The segment is hosted by Josh Byrne and is entitled Soil to Soul.



## Open Day

Our Open Day in August was a huge success in reaching our goals related to strengthening community engagement to promote nature and wellbeing. Over 500 people visited Apace during the day and thoroughly enjoyed listening to presentations about bob tail lizards, frog friendly gardens, black cockatoos, community verge planting, volunteering and the history of Apace. On the back of this success the day may become an annual event on the Apace calendar.



## Workshops and Events

Our workshops and events calendar at Apace in 2025 was vibrant, engaging and busy. Together with the City of Fremantle, Nursery Manager David Bell shared his expertise in verge conversions whilst our Provenance, Seed Collection and Seedbank Manager, Marie Jacobson shared her knowledge and skills in seed collection during a series of workshops for the Armadale Gosnells Landcare Group (AGLG), DBCA and SERCUL. Apace also worked closely with the Nursery and Garden Industry Association of WA (NGIWA), to bring in Chris Ferreira from the Forever Project to present a workshop about firewise gardening during an industry breakfast. Apace welcomed like-minded community organisations including the Men of the Trees Peel Branch and the Darling Scarp Gardening Club, giving these groups behind the scenes nursery and seedbank tours.

*"Fantastic workshop! Would love to come back for others"*

*"Thank you. Really well run. Lots of inspiration"*

*"Very informative and relevant. Loved the relaxed educational style of the presentation."*

*"The bush walk and nursery walk through was great"*





# COMMUNITY GARDENS

In 2025, the Apace Community Gardeners particularly enjoyed watching the students from Leeming SHS with their support teachers, tending to their plot weekly. Their produce has been enjoyed back at school by teachers and fellow students.

A couple of busy bees throughout the year have seen pathways renewed with sawdust, plots tidied up, and weeds cleared out – never-ending tasks for gardeners!

The gardeners proudly showcased their space in September 2024 taking part in the Grow In Freo Community Open Garden Trail together with Ecoburbia, North Fremantle Social Farm, White Gum Valley Orchard, Hilton Harvest and the East Freo Farm – lovely to be on the map together with these like-minded local organisations.

**56** COMMUNITY GARDENERS

**37** ORGANIC GARDEN PLOTS

**2** SCHOOL PLOTS  
North Fremantle PS and Leeming SHS



*The Apace Community Gardeners too enjoyed sharing their part in the Apace 40-year history during the open day. Their stall of freshly picked organic produce and home-made jams, chutneys and lemon cordial sold out within hours and they were able to share organic gardening tips with visitors.*



# FINANCIALS

The 2025 financial year was one of both challenge and progress for Apace. Although we closed the year with a modest loss of \$46,595, our overall financial position remains strong, underpinned by \$675,514 in cash reserves and \$1.34 million in net assets. These results reflect a year of transition, stabilisation and renewed focus on strengthening our core operations. Big spends supporting longer-term savings included the investments in custom-designed stainless steel tables in the nursery, new point-to-point Wifi and phone services, and the Evergreen Connect inventory-management system, as well as updated software and computer systems.

Total income for the year reached \$1,438,717, compared with \$1,622,731 the previous year. While revegetation and wholesale projects saw a decline due to staffing and project cycle changes, this was partly offset by strong growth in retail nursery sales which rose 39 per cent to \$365,000. This reflects the growing connection between Apace and our local community, and the increasing recognition of our quality, service and impact.

Total expenses were \$1,485,312, similar to last year's levels, with wages and superannuation remaining our largest costs at approximately \$1.21 million. Other costs such as insurance and utilities remained stable, while IT expenditure increased as we invested in system upgrades to strengthen our financial and operational foundations.

The introduction of in-house bookkeeping has already delivered improvements in accuracy, transparency and budget management, setting Apace up for stronger financial control in the years ahead.

The independent audit confirmed full compliance with ACNC standards and found no material issues. This outcome reflects the care, integrity and discipline with which Apace manages its financial affairs.

Although the year ended in deficit, Apace remains financially resilient. Cash reserves are healthy, debt collection has improved significantly, and inventory levels are well positioned for upcoming projects. These indicators demonstrate sound stewardship and a stable platform for future growth.

Looking forward, our focus for the coming year will be on rebuilding revenue in wholesale and revegetation, expanding grant funding, donations and sponsorship, and consolidating the gains made in retail operations. Continued attention to wage alignment, cost management and system improvements will help ensure every dollar supports our mission.

*I hereby state that I have supervised the keeping of proper books of account. The accompanying profit and loss statement, balance sheet, changes in equity, statement of cash flows and notes to the financial statements have been prepared from the books of account kept and are, to the best of my knowledge and belief, true and fair.*

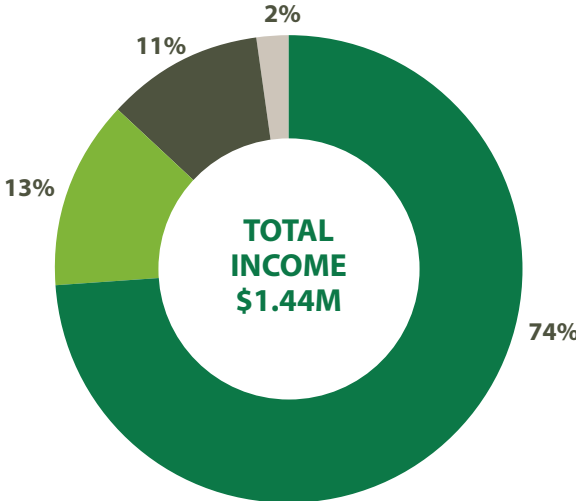


**Connaugh Druhan**  
Treasurer

## 2025 INCOME

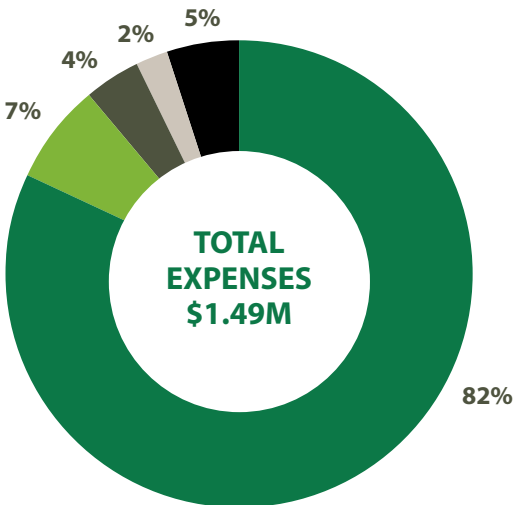
Nursery income	\$1,050,130
Conservation and revegetation	\$181,978
Provenance and seed	\$152,154
Other income*	\$36,581

\*Other Income includes Training & Events, Community Garden Plot Fees, Memberships, Donations, and Minor Grants totalling \$36,581. These sources reflect Apace's strong local engagement through education programs, community participation, and supporter contributions.



## 2025 EXPENSES

Wages and Superannuation	\$1,209,000
Operating, admin and IT	\$106,000
Insurance, vehicle and maintenance	\$52,000
Depreciation and other costs	\$37,000
Cost of Sales	\$75,509



**For every \$1 spent in 2025, 91 cents went directly to staff, equipment and on-ground delivery.**



# OUR PEOPLE JULY 2024-JULY 2025

Thank you to all for your hard work and care for our organisation this year. It is hugely appreciated.

## Staff

General Manager – Zoe Johnson

Administration & Finance Manager – Rebecca Chapple

Events & Community Coordinator – Debbie Murphy

Communications & Partnerships Administrator – Amelia Herriman

Nursery Managers – David Bell & Anna Kosiarski

Provenance & Seed Manager – Marie Jacobson

Conservation & Revegetation Manager – Emily Hanna

Nursery Team – Alex Zega, Daniel Minton, Dominic Petridis, Franciele Soares, Katherine Downes, Lana Grayson, Liane Seaman, Lux Murphy, Mariano Terrier Linde, Mollie Scattergood, Holly Connor, Renee Hillman, Vanessa Zupirulli.

Provenance & Seed team – Kate Grinter, Lenny Stiles

Conservation & Revegetation Team – Tobias Wolinski, Natalie Mitchell, Leiyah Butler, Anthea O'Brien

Bookkeeping – Bridie Hutton & Tradeskola team

HR – Dayna Edwards, PeopleStart

## We bid farewell and say many thanks to:

Joanna Hayter, Kaj Britschgi, Sam Sweeting.

Angelica Lima Ramos Destacio, Beth Curtin, Clifford Ahrens, John Rothfuss, Emily Markos, Frederik Niclauss, Louise Morton, Leiyah Butler, Sabita Belbase.

## Volunteers

A HUGE thank you to our amazing volunteers including carers and support workers.

Amelia Antakusuman, Amos Bruce, Angus Herriot, Bec Danilovic, Caitlin Draper, Camila Munoz Lobos, Catriona Cameron, Chris McDonald, Debra (Debbie) McLean, Debbie Murphy, Elena Azmitia, George Finch, Georgia Brashaw, Georgina Hodge, Gregg Kershaw, Helene Hansen, Jacqueline Bruce, Joanna Hayter, John Toohey, Kathy Wittwer, Linda Muntz, Louis de Vocht, Lucy Cathro, Lucy Oliver, Matthew Marschall, Nathalie Stirling, Nick & Alison Smith, Patsy Richards, Richard Lee, Robin Vickery, Roger Sutherland, Rosemary Argue, Simon Fleming, Sophia Hall, Sophie Leclair, Stephen Pickup, Sue Campbell, Susan Miller, Tig Bryn-Rose, Toni Harris, Tracy Holland, Uralla Pedro, Attwell College, Alisha Cippitelli (Mayowa Kehinde), Bradley Davis (Zane Meredith), Daniel Abreu, Dayyan Chinniah, Julian Gaglia (Joe Domasz), Matthew McGahren (Marcus), Marcus supporting Matthew, Michael Graham (Janette Mendoza/Edge Employment), Rodney Hill (Rik Hughes), Sebastian Devlin (Jacqui Bayne), Shane Birch (Kalpesh Bhatt and Kennedy), Uma Manikkam, Steven Anderson, Austin Prentice (Owen), Matilde Goulding, Lauren Mulvey, Jonathan Henderson, Debbie Archer, Sandra (Sandy) Chambers, Delia Hollbach, Jocelyn Brown (Murdoch), Skye (Murdoch), Ben Lieschke (Notre Dame), Youlun Gong (Curtin), Zeel Modi (Curtin), Joshua Burke (Murdoch).

## Community Gardeners

Adam & Jessica Harman, Allan & Mon Bray, Allan Fraser, Andrew Corbett, Angela Orb, Arron Prior, Bridget Parker, Carol Stokes & John Yates, Colin Jaszczuk, David Hatcher, Deb Bevan, Ducan McGrath, Genero Zaza, Gillian & Mitch Jean, Gwyn Hitchen, Jane Whiteley, Janice Atkins, Jeroen Den Hollander, Jill & Darren Murray, Jill & Kieth Norton, Kate & ken Lindsay, Kath Ryding, Kathy & Gordon Melsom, Leeming High School, Luke Smieja, Oliva Fabian, Paul Tye, Penny Millen, Peter Massey, Pia Rigby, Samara Bray, Steve Samson, Susie & John Prott, Tanya & Chris Benthien, Toby Stewart, Tom Jamieson, Zach Clench & Hannah.

## Special Thanks

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**APACE WA.** 1 Johannah St, North Fremantle, Western Australia. 6159  
P: (08) 93361262 | [www.apacewa.org.au](http://www.apacewa.org.au) | [admin@apacewa.org.au](mailto:admin@apacewa.org.au) | ABN: 700 978 074 40

