

# Environment Tasmania

Annual Report 24-25





Contents:

A word from our Chair	3
CEO's report	5
Marine Campaign report	6
Save the Skate report	8
Energy & Climate report	9
Comms & Business report	10
Team & Board	12
Thank you	13
Financial Report	15



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Front cover by Stefan Andrews, for Great Southern Reef Foundation  
Back cover by Tim Cunningham  
Weedy sea dragon and Common gurnard perch by John Smith  
Antarctic fur seal and Pademelon by Eric J Woehler

# A WORD FROM OUR CHAIR

It has been a constructive, challenging and rewarding year for Environment Tasmania. We have built relationships and actively sought cooperation with individuals and groups in the conservation field. We have also progressed our agenda to raise the capacity of Tasmania's Environment Movement.

It has been a vexing year as the political tone still projects the false dichotomy of jobs versus nature. That said, we have some very exciting funded projects to commence in the next six months that are the culmination of years of thinking and work. These projects give me optimism that real progress will be made despite the dire political leadership that nature management has had to endure.

Our staff have done some outstanding work this year led by our CEO, James. He has built relationships with important influencers and funders and raised our organisational profile to where it needs to be.

Maddie and Emily were community leaders in broadening the discussion about Tasmania's energy future and the possibilities. As the leading campaigner in the marine space Rebecca has put on the political agenda the future of marine management in Tas. A significant step forward and testament to her hard work.

We say thank you to Matt for his work on the Skate campaign and look forward to elevating the plight of the Skate on the national agenda. We have welcomed Donna as our Business Manager and her work to majorly improve our financial and HR management. I also thank Jaclyn for her profile raising work and support of the marine campaign.

I thank the board for their sagacity. They should be pleased with the steps we have taken forward this year to pursue our agenda and to strengthen the organisation. It has become clear that we must work at connecting people to nature and to the benefits that ensue. We will place nature, people and the environment in to the political sphere with the attention and care it deserves.

To our funders who have placed faith in us to deliver, you can take confidence from what we have achieved this year. I thank you for your trust in us and the opportunity to deliver meaningful outcomes for nature in Tasmania.



Philip Cocker  
Chair



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# Reports

Environment Tasmania | Annual Report 24-25

# CEO's report

This year, it was a privilege to lead such a talented and hardworking team and see the team's strategies and persistent efforts pay off with a number of high profile victories at both a state and national level.

Our successes would not be possible without the support and guidance of Tasmania's community groups, nature advocates and members of Tasmania's Aboriginal Community. We are also indebted to our brilliant donors who share in our highs and lows. We thank you all for your generous and unwavering support.

Following back-to-back years of growth, we made a strategic decision to utilise 2024-25 as a year to reinforce and strengthen our organisation. Accordingly, we've paired our significant growth this year with a large investment into the core of our organisation. With solid foundations in place, we can now expand with confidence.

It has also been a year shaped by creative campaigning from the release of our new documentary 'Nowhere else on Earth' and production of our film 'Love Letter to the Unseen', to being part of the chosen few to push this year's iconic Maugean skate *Ogoh-Ogoh* to its final fiery destination.

We ran three campaigns this year to help protect the globally rare Maugean skate, improve the management of Australia's marine environments and support a fast but fair energy transition.

This year, you could find us hosting candidate forums on Tasmania's north coast, running family snorkelling days on the Tasman Peninsula, strategising with national allies in Melbourne and holding politicians to account in Canberra.

"As a movement, we do not have the resources to adequately address the growing threats facing Tasmania's freshwater ecosystems" - this was a concern that was repeatedly raised by nature groups during workshops that we ran at our three Conservation Council Conferences in 2024.

We have since acted upon this feedback and I am delighted to announce that we have secured the resources to launch a multi-year freshwater campaign from Summer 2025! Accordingly, we will go into 2026 with four campaigns.



Being able to spend a couple of days with the leaders of Australia's Conservation Councils was my highlight this year. Despite our organisations being of varying sizes and based in different locations, we share a considerable amount in common and I look forward to our ongoing collaborations in 2026!

We greatly appreciate all of the support that we have received this year and we look forward to delivering even more for nature in 2026.

A handwritten signature in black ink, appearing to read 'James Overington', is written in a cursive style.

James Overington  
Chief Executive Officer

# Marine Campaign report

This year has been one of our most significant yet, with the campaign for Tasmania's oceans gaining extraordinary momentum. We ended the financial year on a high, with the majority of Tasmania's elected crossbench declaring support for a Tasmanian Marine Plan, Marine Law Reform, and a pathway to new state marine reserves in the lead-up to the 2025 state election. This positions us strongly to secure lasting protection for our marine environment.

On the ground, we have generated local support for marine reserves and a marine plan in coastal communities around Tasmania. We worked with communities at Eaglehawk Neck and Bruny Island to develop their own community-designed marine park proposals, showing how bottom-up, community-driven conservation can thrive.



In addition, communities in Bicheno and Dodges Ferry have also expressed an interest in working with us. We have also been working alongside south east Tasmanian Aboriginal groups, supporting the development of an application for an Indigenous Protected Area (IPA), recognising the deep cultural and ecological connections that continue to guide the care of Sea Country.

In the lead-up to the state election, we hosted a series of well-attended election forums on ocean health, providing a platform for Tasmanians to directly question candidates and hear their commitments. These forums created strong public conversations about the future of Tasmania's oceans and ensured marine protection was firmly on the political agenda at a crucial time.



At the federal level, our collective voice was louder than ever. Together with partners, we gathered 1,500 submissions from Tasmanians, contributing to 18,000 signatures nationally in support of increased protections inside the offshore South East Marine Parks. Through dozens of community film nights, featuring *Beneath the Southern Waves* by award-winning filmmaker Stefan Andrews, we reached thousands of Tasmanians and sparked meaningful conversations about ocean health.

This work paid off: the federal government announced a doubling of sanctuary zones in the South East Marine Parks, including protection for Joe's Reef off Bicheno—a spectacular reef of

# Marine Campaign report (cont.)

ancient tree-forming black corals. Harmful industrial activities such as seismic blasting, oil and gas drilling and aquaculture were also banned from these protected areas—an enormous win for Tasmania’s marine life.

During this time, the federal government’s commitments to tripling the size of Macquarie Island Marine Park, and quadrupling of the Heard & McDonald Islands Marine Parks – both of which we advocated for alongside our national partners – were cemented.

We also released a short film, *Nowhere Else on Earth*, again with Stefan Andrews, which captures the wonder, fragility, and cultural importance of Tasmania’s marine environments. The film will be toured over the course of 2025-26



From Olympic swimming legend Shane Gould reflecting on a lifetime shaped by water, to ecotourism operator and former commercial fisher Tim Cunningham balancing livelihood and sustainability, to Aboriginal marine science student Madie Anders sharing the significance of Sea Country, the film brings home the urgency and beauty of what we stand to protect.

In addition to this, our election-focused events saw postcards, petitions, and media stories carry the message of marine protection across Tasmania, building momentum at a critical moment for policy change. Each action we have taken this year has brought awareness, political pressure, and community energy into alignment—fuelling the groundswell for lasting reform.



Looking ahead, with both state and federal wins behind us, strong community partnerships, and growing political support, Environment Tasmania is better placed than ever to push forward. The tide is turning in Tasmania, and together we are proving that our oceans, our communities, and our future are worth fighting for.

A handwritten signature in black ink that reads 'R Howarth'.

Rebecca Howarth  
Senior Marine Campaigner



# Save the Skate report

Over the last year, our campaign worked to elevate the plight of the endangered Maugean skate from a niche concern to a matter of national and international attention.

Our ground-breaking Save the Skate shareholder campaign targeting Coles and Woolworths recruited more than 200 shareholders – a quarter being Tasmanians – to lodge the world’s first resolutions aimed at saving a species from extinction. The voting results were historically significant. Nearly 40 per cent (39.11%) voted in favour against the Coles board’s recommendation. A large vote was also achieved with Woolworths (30.42%). Of the 550+ shareholder resolutions put forward worldwide in 2024, the Coles vote was the largest in the world for a nature risk resolution and the 4th largest ever. Importantly, the voting included international and national super funds representing millions of members.



We worked diligently to ensure last minute legislative changes by the Australian Government to protect the industry didn’t go unnoticed. We spearheaded an open letter to the Prime Minister from every conservation council in Australia calling out the dangerous precedent amending our nature laws to protect industry will set. During the passing of the amendment, we attended Canberra to ensure Tasmanian voices were heard.

Film has become a central component of this campaign. We have worked in partnership with globally renowned producers ‘Liars & Thieves’ on a feature documentary and national impact campaign, sponsored by Patagonia, to engage and activate national audiences to build pressure on key decision-makers.



Our Business Alliance for the Maugean skate has surpassed 50 members. Representatives from the alliance joined us this year for meetings with federal politicians, including the Federal Minister for Fisheries, to voice their concerns.

The campaign frequently received high-profile media coverage across the ABC, Guardian, Sydney Morning Herald, state outlets and international industry journals. Public talks, cultural activations such as the Ogoh-Ogoh event, and community events attracted strong attendance which has helped consolidate grassroots support behind this campaign.

Matt Testoni  
Save the Skate Campaigner



# Energy & Climate report

In this campaign's first full year, we have made substantial progress in driving a just energy transition. We worked closely with allies and politicians to advocate for renewable energy solutions at a community-scale to help address the climate crisis and alleviate cost-of-living pressures. Meanwhile, we called for smarter planning and stronger laws to ensure large-scale renewable projects are appropriately located and not at the expense of the state's unique natural landscapes.

Throughout the year, we partnered with five Conservation Councils to share knowledge and strategise. Our collective efforts culminated in the release of the 'States of Transition' report, which provides a national assessment on renewable energy progress. The report found that Tasmania's renewable energy generation is set to slump to 66% by 2030. The report provides a wake-up call and a strong foundation for targeted advocacy.



Building on the report, we launched the 'Solar and Battery Affordability Pledge' in partnership with the Tasmanian Climate Collective ahead of the 2025 state election. This campaign secured commitments from 64 candidates to improve access to affordable solar and battery systems.

We hosted four Renewable Roundtable events that brought together more than 20 stakeholders from

conservation, industry, academia, and community organisations to identify shared priorities, build trust across sectors and develop a collective vision for the state's energy future.



The campaign has generated significant media coverage, delivered accessible communications for the public, and influenced national debate. It has been fantastic to work as part of a national climate movement and we will strengthen these partnerships during 2025-26.

By combining rigorous research and coalition-building, we are striving to reclaim Tasmania's place as a clean energy leader. We will ensure that political commitments translate into real policy change to secure a renewable future that is climate-smart, community-led, and nature-positive.

A handwritten signature in black ink.

Maddie McShane  
Energy & Climate Campaigner

A handwritten signature in black ink.

Dr Emily Samuels-Ballantyne  
Energy & Climate Campaigner



# Communications & Business report

We've invested in our communications in 2025, to amplify our voice and to provide us with the tools to reach new audiences. As part of this, we produced two major films that will be used to activate audiences and press key decision-makers.

Over the course of the year, we increased our social media growth across Facebook, Instagram, TikTok, and YouTube by 11%. Across our social platforms we can now reach 15,500 followers.

Our creative content now receives over 250,000 monthly views which has helped us to inspire and mobilise state, national and international audiences to take action for nature.



We enjoyed hosting an array of community events this year such as educational snorkelling days, community film nights, and candidate forums, creating opportunities for us to connect and engage with the Tasmanian community.

Before the start of the year, we set an objective to grow our traditional media coverage. We quickly surpassed our target and secured more coverage this year than the last two years combined.

During the 2024-25 financial year, the Operations Department undertook a period of review and reorganisation, laying the groundwork for greater resilience and impact in the years ahead.

Maximising finance systems was a key focus, resulting in more reliable reporting, stronger budget monitoring, and access to transparent information at the click of a button. Financial management procedures were overhauled to ensure full compliance with obligations while better aligning resources with strategic priorities.

Human resources processes continued to be modernised through updated payroll systems, the ongoing development of clear procedures, and the implementation of robust induction processes. Administrative systems have been streamlined to reduce duplication and increase efficiency. These improvements are already easing administrative burdens on staff.

Governance practices have been improved to ensure decision-makers are provided with timely financial and operational advice to support effective oversight and risk management.

Donna Cuttriss  
Business Manager



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# Board & Team

Environment Tasmania | Annual Report 24-25

# Growing and evolving

In 2024/25, we were delighted to welcome Janice Miller to the Board. Janice has worked in the environment sector for decades and is a well respected figure in Tasmania. We experienced two changes in staff with the appointment of Maddie McShane as our new Energy and Climate Campaigner and Donna Cuttriss as our new Business Manager. We would also like to take this opportunity to acknowledge and thank Jess Ewing and Dr Emily Samuels-Ballantyne, who have now moved on from ET. Their dedication and contributions were invaluable, and we remain deeply grateful for the energy, expertise, and commitment they brought during their time with us.

## Our Board

Our board unites seasoned environmental champions, policy-savvy strategists, scientific leaders, and industry innovators—all driven by a shared passion to protect Tasmania’s unique natural landscapes.

Philip Cocker, Chair	Mary Mulvaney, Secretary	Austra Maddox	Dr Michael Cahill
Kelly Roebuck, Vice Chair	Dr Ken Hart, Treasurer	Dr Phill Pullinger	Janice Miller

## Our Team

Our dedicated and talented team blends policy insight, grassroots organising, conservation expertise, science communication, and organisational acumen - to deliver on the projects that matter most.

James Overington, Chief Executive Officer  
Donna Cuttriss, Business Manager  
Rebecca Howarth, Senior Marine Campaigner

Maddie McShane, Energy & Climate Campaigner  
Matt Testoni, Save the Skate Campaigner  
Jaclyn Rogerson, Communications Coordinator

## Our Volunteers

We could not function to our maximum without the time, energy and support of our incredible volunteers. We are fortunate to be a part of such a fantastic nature community, here in Tasmania, with individuals and groups stepping up to chip in and help out. From last minute catering to setting out hundreds of chairs or giving knockout speeches in front of sell out crowds, we can't thank you enough!



# To all of our supporters, thank you.

Environment Tasmania extends its sincere gratitude to all the organisations and individuals who have supported our vital work over the past year. Our successes this year are thanks to you.

Your engagement has taken many forms — from attending our public events and conferences, to lending your voice in times of challenge, and celebrating alongside us in moments of achievement throughout the year.

As an independent, not-for-profit organisation, we rely on the generosity, commitment, and solidarity of our supporters to continue our work. Your contributions make it possible for us to advocate strongly for Tasmania's environment, to provide an independent voice on issues of state and national significance, and to build a movement that is collaborative and effective.

Tasmania faces significant environmental challenges, and the need for independent advocacy has never been greater. With your continued support, we will remain steadfast in our mission to protect and restore Tasmania's unique natural landscapes for the next generation of Tasmanians.

We are grateful for the time and advice we have received working alongside the Tasmanian Aboriginal Community this year. A special thank you to Uncle Rodney Dillon, Bronwyn Dillon, Linton Burgess, Rob Anders, Madie Anders, Dean Greeno, Daniel Kelleher, Daniel Hall, Helen Ransom and Lyndon O'Neil.



In October 2024, we launched our Business Alliance for the Maugean skate and we would like to thank alliance members for their efforts this year in helping us protect the skate.

Very sadly, we lost Gerard Castles this year. Gerard's contribution to nature conservation spanned decades and he was a founding member of Environment Tasmania. We will work hard to see his vision for Tasmania achieved.

## Thank you for believing in us,

Australian Marine Conservation Society, Shark Conservation Fund, Bellendena Small Grants, Holdfast Fund, Patagonia, Reichstein Foundation, Boundless, John Golby Parker Trust, The Kimberley Foundation, Mullum Trust, BB&A Miller Fund, Pool Of Dreams, Water Dragon Endowment, Melliadora Fund, Nelson Property Management, Dan Mathews, 2A4, Phillip Cornwell, Debbie Dadon, Keith Sutton, Peter Wall, Stuart Barry, Red Parka, Eloise Carr, Catherine Crittenden, Teros, Upotipotpon Foundation, Gumtree Foundation, Dawn Wade Foundation, Pademelon Foundation, Rendere Environmental Trust.



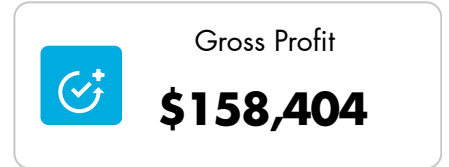
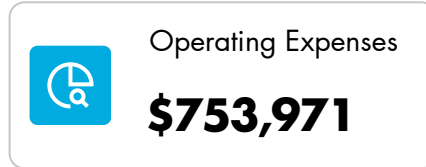
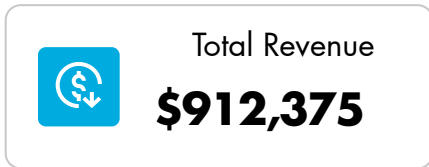
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# Financial Report

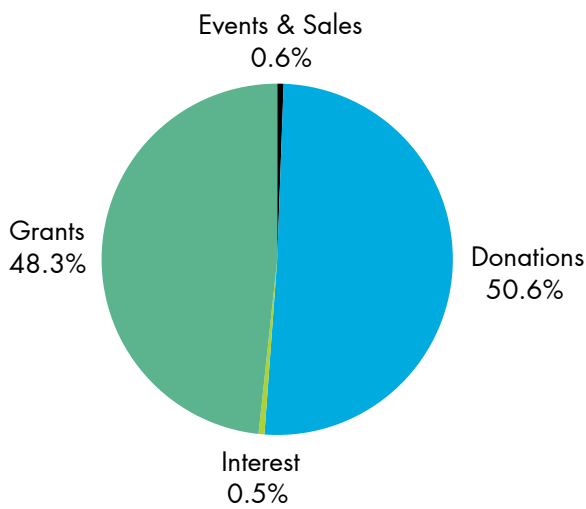
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# Financials

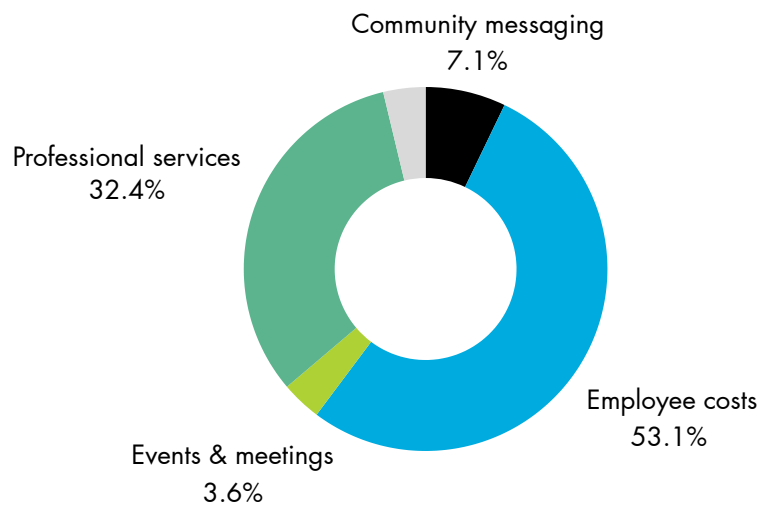
## Profit & Loss



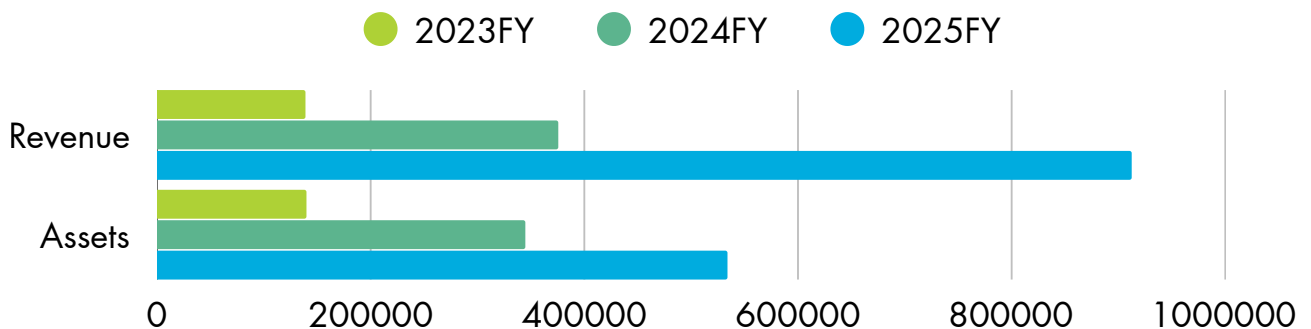
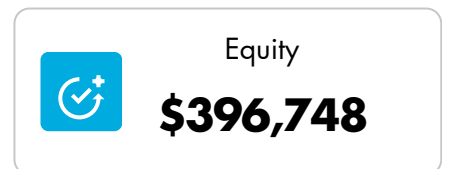
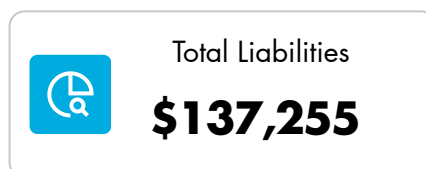
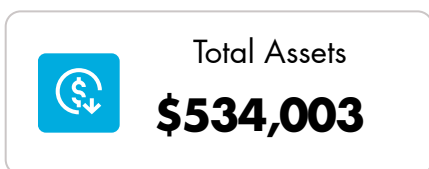
## Revenue by type



## Expenses by type



## Balance Sheet





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