



Annual Report
2019-2020

Vision, purpose and values

Our mission

We lead and connect through science and actions that will preserve and enhance our natural assets.

Our purpose

Safeguarding the future

Our purpose is to provide solutions through valuable collaboration with stakeholders to protect and improve the natural assets of South East Queensland.

Strategic goals

- Delivery of the South East Queensland Natural Resource Management Plan.
- Innovative solutions to protect and restore our natural environment.
- Attracting and retaining partnerships.
- A connected, engaged, and motivated community.
- An inspiring business.

Our values

Our values of Innovation, Integrity, Care, Collaboration, and Courage underpin our strengths and are reflected in how we do our work.

- Integrity.
- Care.
- Innovation.
- Collaboration.
- Courage.

For 20 years, Healthy Land and Water has been monitoring, reporting, and investing to improve the condition of the catchments of South East Queensland to improve the health, prosperity, liveability, and sustainability of our region.

Healthy Land and Water is dedicated to protecting and building the natural world for the people and places we love.

We facilitate change and work for long-term solutions to sustain, protect, and improve our region's natural resources and environment, now and into the future.

We are transforming how we do things so we can all work together to be part of the next legacy for South East Queensland. This requires a transformation of how we go about things both here and going forward for the benefit of our catchment and the people who live here and visit here.



Our science principles

The science principles have been endorsed by our science committee and board and will be incorporated into all of our projects to ensure scientific integrity.

- Our projects contribute to the delivery of the Natural Resource Management Plan.
- Our projects meet the needs of stakeholders and the community.
- Our projects are transparent, independent and quality assured.
- Our projects are collaborative with researchers and industry experts from diverse fields.

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Building the prosperity, liveability, and sustainability of our 'future region'



Reconciliation Action Plan

These are the accompanying words by Quandamooka woman, Belinda Close, for the artwork she has designed for our Healthy Land and Water Reconciliation Action Plan

Belinda Close, Quandamooka woman



Our story is to share, care and love our ancient, living, breathing culture and Country in this world.

Protect our sacred lands, salty seas, healing waters, wildlife and everything that grows within.

Nurture the waters, animals, plants and each other from the north, south, east and west.

Come together to share and understand the knowledge and respect of Mother Earth and our Ancestors that have passed on. Elders and Ancestors that are still with us today, sharing their ways on Country.

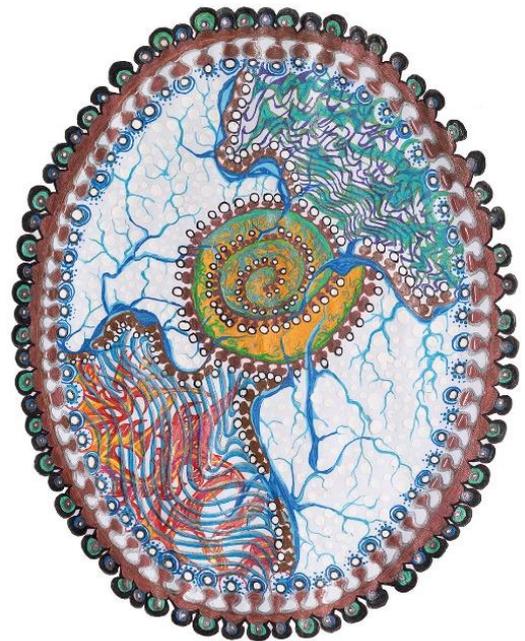
When you look into this story, you see Ancestor Spirits standing together, strong, in a circle, looking over us, sending their love, knowledge, strength and blessings.

We work together on Country, crossing waters to share knowledge, lending a helping hand during bushfires – which you can see burning in the bottom left of the story.

In the center, the belly of the story, begins new life, new beginnings, next generations. Fern life and plant life encourages new creek life and sprouts new creations.

The purples of our mountains, gullies and hills burst with wild rainforest – forests and bushlands that can never be replaced as they are as ancient as the Dreamtime.

Together, let's maintain a clean, healthy, happy natural environment for all generations to come.



Artwork by Belinda Close



Chair's statement

This year has been one of the biggest on record for studies and on-ground works for Healthy Land and Water, despite the many challenges the year has brought. The breadth and impact of our portfolio continues to strengthen, and Healthy Land and Water has continued to be successful in securing funding for projects that will have a lasting impact for the region.

“One of the unexpected side effects brought about by COVID-19 has been a renewed focus by South East Queenslanders on their local environs. The devastation of the bushfires followed closely by the impact of COVID-19 appears to have refocused people on the importance of their 'backyard' .”



- Stephen Robertson, Healthy Land and Water, Chair

As the COVID-19 restrictions started to lift, there have been reports of South East Queenslanders flocking to their natural attractions.





The increase in recognition of the importance of these areas bodes well for being able to build on this connection and inspire greater community involvement and action in protecting and enhancing their local natural assets.

It is not only COVID-19 that has been reshaping how we work. Times are changing and what has worked for us in the past is now being reimagined to extend the appeal of our work to a broader audience - an audience who receives their information very differently. We are focused on coming up with new ways to integrate and communicate our work.

Our team has been working on all ends of the spectrum to ensure we can deliver for the environment and community.

Our relationships with key stakeholders have been a key focus during the year. We've put a concerted effort into ramping up discussions about our projects that are critical to the region with the people and organisations who can help make real change happen. We've also been regularly touching base with our Local, State, and Federal Government representatives on upcoming opportunities to partner with us on collaborative projects which deliver on the ground change for South East Queensland.

What you had to say

"While travel and other restrictions were in place, I spent more time enjoying being near local waterways: Walking, sitting, observing nature and birdlife. It was calming, therapeutic and restorative - particularly appropriate during pandemic."



"I take the time to enjoy the waterways more now. I have more free time to spend outside and look at the wildlife inside the waterways and the plants growing around them."

"Since I've been working from home, I have a routine going for morning runs by the water rather than sitting in traffic commuting to the office."



We continue to have excellent working relationships with the environment and agricultural sectors and the business and industry sectors. It is important to leverage the work, the skills, and the funding across these groups to accelerate change for our region.

On behalf of the Board, I am pleased to announce the creation of a new strategic funding initiative, the Community Natural Asset Investment Reserve. This will allow the delivery of key high-impact projects which may not have had adequate external funding sources of their own. The Board will be playing a key role in determining the projects and activities to be funded through this fund.

What we've achieved throughout the year has been made possible by the hard work and dedication of our CEO and the team at Healthy Land and Water. When referring to our team, I'm referring not just to our highly skilled and committed staff, but also the active network of members we collaborate with to ensure our natural resource assets in South East Queensland are well managed.

Thank you also to the Board of Directors, whom I am delighted to have the privilege of working with. The commitment and passion of our Board can be clearly shown in the strong direction and leadership of natural resource management for the region.

I would like to close by recognising the financial support of our funding providers which makes our work possible, and I sincerely thank them for their ongoing commitment. As the strong population growth in the South East corner brings a raft of additional pressures, enduring investment will be ever more crucial in designing and managing healthy and liveable environments.

COVID-19: Doing things differently

2020 has been a challenging time for many organisations and communities considering the COVID-19 pandemic. For Healthy Land and Water this has been unprecedented and created a lot of unexpected uncertainty and changes to how we conduct business. Despite these challenges, Healthy Land and Water has continued to operate throughout the COVID-19 pandemic and we have been fortunate to have staff that have been highly flexible and adaptable to these rapidly changing circumstances.

Work during the pandemic has also required much adaptability from our delivery partners and funding providers – the spirit of cooperation during this time has been fundamental to ensuring we continue to make gains in protecting and enhancing the environments of South East Queensland.

Along the way we have learnt many lessons that have informed how we do business differently, whether it be innovative approaches to workshops and field trips or how we network with stakeholders across the globe, many of these practices are sure to put us in good stead for the future and further strengthen our organisation's capabilities.

Building the prosperity, liveability, and sustainability of our 'future region'





CEO's statement

It has been a whirlwind year of big issues and big deliverables. From responding to the devastation around the dreadful bushfire season, to adjusting to the new conditions brought about by COVID-19, Healthy Land and Water has adapted quickly to deliver a raft of important projects for South East Queensland.

The overwhelmingly positive response of our regions to the immediate front-line reporting of the fire situation throughout the crisis by Healthy Land and Water was particularly pleasing. The regular reports prepared by our team for our network of stakeholders were well received, and the information sharing post the fires to support better preparation for future fire seasons has been strong.

While this report focuses on the impressive action on so many fronts across the past 12 months, it is also timely to think about what we've achieved in the last two decades.

In just a short time frame we've seen enormous change, including the recognition and formation of initiatives which support land care, water quality improvement, Indigenous participation, sustainable urban landscapes, and environmental protection.

"I'm proud to recognise the active role Healthy Land and Water continues to play in delivering critical components for so many of these initiatives which have supported a healthier environment."

- Julie McLellan, Healthy Land and Water, CEO



Getting ready for significant change ahead

The strong population growth forecasted for South East Queensland in the coming decades will bring significant additional pressures.

Whatever changes come our way will require a more resilient catchment to be able to deal with it.

Accordingly, we must plan and take concerted action to protect and enhance our region if we are going to retain our enviable reputation as a great place to live, work, and visit.

We focus on harnessing innovation to contribute towards a progressive society which celebrates Indigenous and modern cultures, as well as social achievements.



At the same time, Healthy Land and Water has been looking at how we can do things differently and more innovatively. It is a little-known fact that our Report Card is the system on which other Australian and global monitoring and reporting systems have subsequently been modelled. The success of our Report Card is the result of a huge amount of collaboration. It has contributed greatly to justifying billions of dollars of investment over the last two decades by government, industry, and community, all focused on improving the health and integrity of our region's waterways. Through the evolution and next iteration of the Report Card we hope to deliver an increased understanding of environments and the required on-ground action, planning, support, and investment.

New phase of environmental reporting

We believe that now is the time to enter a new phase of environmental reporting and investment that is more integrated.

Just as all things in South Queensland's ecosystem are connected, we are expanding out our Report Card beyond water to a broader ecosystems focus, in line with the priorities in our South East Queensland Natural Resource Management Plan (NRM Plan).

We focus on harnessing innovation to contribute towards a progressive society which celebrates Indigenous and modern cultures, as well as social achievements.

Past investments in catchment health are continuing to reap dividends. Some parts of Moreton Bay are reporting better conditions than at any other time in the last 20 years, and there has also been some noticeable regeneration of vulnerable habitats, including seagrass, mangroves, and vegetation in areas.

The broader benefits go way beyond this, including everything from improved biodiversity, commercial productivity, and greater recreational opportunities. Additionally, the South East Queensland tourism market is increasingly being recognised on a national and global scale, and we're also seeing increased levels of protection for First Nations cultural values.

It's important to celebrate our successes and to plan for the future. One of the reasons we have been able to make such big inroads and stay ahead of the curve in changing times is our integrated approach, recognising that as the ecosystem is always adapting to pressures and change, so must we.

Our plans to have a big public celebration with all our stakeholders to celebrate twenty years of positive impact for the region has been delayed by the gathering restrictions brought about by COVID-19. The opportunity is not lost, and Healthy Land and Water is committed to holding a large 21st birthday celebration of the Report Card and Healthy Land and Water's integrated suite of initiatives for the region in 2021.

The strong population growth forecasted for South East Queensland in the coming decades will bring significant additional pressures. We also know that while science has not been able to fully determine the extent of what impacts the changing climate will bring, we know that whatever changes come our way will require a more resilient region and catchments to be able to deal with it. Accordingly, we must plan and take concerted action to protect and enhance our region if we are going to retain our enviable reputation as a great place to live, work, and visit.

We believe that now is the time to enter a new phase of environmental reporting and investment that is more integrated. Just as all things in South Queensland's ecosystem are connected, we are expanding out our Report Card beyond water to a broader ecosystem focus, in line with the priorities in the South East Queensland Natural Resource Management Plan (NRM Plan).

Healthy Land and Water will collaborate strongly on developing the new framework and reporting mechanism because first and foremost it must benefit the catchment's needs. It must strengthen our environments and support the needs of our communities which make up the region.



As we approach two decades of the Report Card, we are also undertaking a strategic review of the NRM Plan. It is important to ensure that the priorities which underpin our direction are reflective of the changing needs of the environment and the community.

We aim to respond to change and use the best available knowledge – and people – to continue to drive and inform investment in our natural assets.

The team continues to identify new opportunities for protecting and enhancing our region's resilience. Just one example of this is the significant investment in maintaining and enhancing riverbank vegetation to bind, hold, and stabilise stream banks. Similar effort is also required for our freshwater wetlands which have declined in extent and provide a biodiversity function and assist with flood mitigation and nutrient processing.

Our work is important for South East Queensland as it becomes increasingly recognised as Australia's eastern gateway to international markets. Globally visible and competitive, South East Queensland is expected to grow its export share of the economy which will provide opportunities for new activity and skills.

While this Annual Report is testament to the skills, dedication, and diversity of the Healthy Land and Water team, from my perspective it is the sum of the whole which truly helps each individual shine. Living our values of Care, Collaboration, Courage, Integrity, and Innovation has never been more evident than during this tough year. I've been pleased to see how we have pulled together and flourished as a team. There would not have been one team member who didn't reach out to check on their colleagues and people in their broader stakeholder networks during lock down and offer support.

Each member of our team has adapted and collaborated to ensure we continue to deliver on our raft of on-ground projects. As demonstrated by some of the activities we shine a 'spotlight' on in this year's Annual Report, the team continued to innovate and tackle problems and barriers head-on, to deliver the best results for our partners and our community. This is done in line with our science principles, which underpin the scientific integrity of all our projects.

Congratulations and thanks to our team and partners for continuing to go above and beyond to improve our ecosystems' resilience, and the collective work of our members and partners to champion and deliver on our vision for a sustainable South East Queensland. We are ready to tackle the year ahead.

I'm proud of the work Healthy Land and Water champions in empowering South East Queensland to be a smart region that embraces real-time data and new digital and other advanced technologies that will improve our quality of life and reduce our ecological footprint.



Why we do it: Creating a healthy, prosperous, liveable, sustainable South East Queensland

Maintaining healthy landscapes and waterways is not just important for wildlife and ecosystems. *A healthy environment also supports a vibrant economy, strong livelihoods, great lifestyles, and the happiness and well-being of the community.*

Our natural resources, like our land, soil, water, animals, and plants are essential assets underpinning our economy, our way of life, and our well-being.

Healthy Land and Water actively works to encourage people to examine and adapt their behaviours for the benefit of the natural world and for the people and places we love.

Healthy Land and Water is the natural resource management group for South East Queensland. It is one of 12 natural resource management groups across Queensland. *While it is one of the smallest in area, it is the largest in population, industry, and tourism.* Covering 22,900 km², South East Queensland's 12 local government areas provide various lifestyle options, diverse economies, and healthy natural environments.

We deliver innovative and science-based solutions to challenges affecting our landscapes, waterways, and biodiversity.

As experts in research, monitoring, evaluation, and project management, we deliver innovative and science-based solutions to challenges affecting our landscapes, waterways, and biodiversity.

South East Queensland is one of Australia's most desirable and fastest growing regions. It attracts people from around the world because of its climate, liveability, economic opportunities, quality education, natural assets, and affordable living. It is home to around 3.5 million people and is expected to grow by almost 2 million people over the next 25 years.

This growth is exciting, but it brings with it some inherent challenges in managing the region to ensure all the demands on these resources are balanced, so future South East Queensland can continue to be a frontrunner as a region where people love to live, learn, work, invest, and visit.

Healthy Land and Water acts as an enabler and facilitator of change, to provide solutions and connect others, and to drive and influence decisions, policy, and actions.

The work of Healthy Land and Water directly addresses threats to our natural assets through on-the-ground projects to protect and enhance the many strengths of the region and position it for ongoing success as a prosperous, liveable, and sustainable region.

Why maintaining healthy landscapes, waterways, and communities is important for South East Queensland:

- **Protecting and enhancing our wildlife and ecosystems.**
- Supporting the **lifestyles, happiness, and well-being** of our community.
- Ensuring we remain a **destination of choice** for our visitors.
- Underpinning **jobs, livelihoods, and a vibrant economy.**



How we deliver it: Integrating key initiatives to deliver more for South East Queensland

An integrated, adaptive approach

We are focused on coming up with new ways to integrate and communicate our work.

To stay ahead of the curve in changing times, we take an integrated approach, recognising that as the natural system is always adapting to pressures and change, so must we.

We take an adaptive management approach, recognising that management actions create opportunities to learn and improve. The adaptive management cycle is a structured, continual process that provides a basis for robust decision-making in the face of uncertainty. This is facilitated through the use of monitoring and learning feedback.

Adaptive management improves long-term management outcomes, but it is important for decision makers dealing with urgent problems to find the correct balance between gaining knowledge to improve management in the future, and achieving the best short-term and long-term outcomes based on current knowledge.

Below we present more information about each link in the chain - from the NRM Plan, to our activities, and to our monitoring and modelling platforms.



Focusing our action: The NRM Plan

The Natural Resource Management Plan (NRM Plan) for South East Queensland is at the heart of what we do, driving the focus of our action across the region.

South East Queensland commenced formulating the first iteration of the plan some 20 years ago, and like our environment and ecosystems, it has been adapted to our dynamic, changing environment ever since.

Every five years, Healthy Land and Water leads the review of the plan, identifying the latest and most accurate data and analysis methods. Progress against a set of targets is measured, with support from academic/research bodies, government, and community experts. Change is compared to a baseline for each target created in 2009 when the first plan was endorsed.

It has been carefully crafted and adapted over time by a broad collaboration of experts to integrate and balance competing economic, cultural, and environmental factors.

The NRM Plan integrates and balances the array of competing economic, cultural, and environmental factors to guide collaborative strategies and actions which produce benefits for the whole community.

This review process is currently underway, with a view to releasing an updated plan for the region in 2021.

The categories within the South East Queensland NRM Plan



Healthy **land**



Healthy **water**



Nature conservation



Coastal and **marine**



Local **landscapes**



Community



Air and atmosphere



Traditional owners



Healthy Land and Water is focused on ensuring the priorities are moving with and adapting to the changing environments and supporting the communities in the best way possible.

We are using our expert science advisory committees for high level guidance and to provide quality assurance and rigour. This group is also charged with determining if the trends detected in the last review are continuing or have since changed.

In addition to the advisory committees, there is a wide scope of other committees and stakeholders providing crucial input to ensure the NRM Plan captures the aspirations of the South East Queensland community, who are ultimately the owners of the plan.

Our NRM Plan guides collaborative strategies and actions which produce benefits for the whole community.

A strong Plan for South East Queensland

The strength of the NRM Plan is that it is our community's plan to protect and enhance our region's natural assets.

"It has been carefully crafted and adapted over time by a broad collaboration of experts to integrate and balance competing **economic**, **cultural**, and **environmental** factors to produce benefits for the whole community".



- Grace Muriuki, Healthy Land and Water Strategic Science Manager

The best way to achieve outcomes for our region is by taking an integrated view – our environs, our people, our economy, and our lifestyles.

The NRM Plan helps guide us through the intricacies of managing the process of change in a complex environment. It guides the focus of action by Healthy Land and Water, providing targets by which we can measure the health of our natural resources.

The current review will ensure the NRM Plan is best placed to lead us into the next 10 years.





Measuring, modelling, and future casting

One of the transformative projects on the cards for the year ahead is expanding the Report Card so it can deliver beyond its current water focus, to encompass a broader ecosystem focus. This will be done in line with the priorities outlined in the NRM Plan.

This will give us the ability to report and model natural and social systems across South East Queensland. It has the potential to be transformative in how we collaborate to create a better understanding of how we build the prosperity for our 'future region'.

This is a novel project, using the 20+ years of knowledge in water monitoring and reporting through the current Report Card system, and building on it to incorporate monitoring and reporting for a range of natural assets across the region.

The initiative will underpin our ability to co-create with our partners what the future of environmental monitoring for South East Queensland will look like.

Instead of a point-in-time delivery of grades system which focuses solely on reporting on the results of past actions, it will be a platform to model and dynamically test options, comparing results to the wealth of longer-term trend data we've been collecting for two decades.

Instead of a point-in-time delivery of grades system which focuses solely on reporting on the results of past actions, it will be a platform to model and dynamically test options, comparing results to the wealth of longer-term trend data we've been collecting for two decades.

We will start to see both lagging and leading indicators monitored to inform action in priority areas of the landscape. This can be used to prioritise action, understand the impact of actions at a more focused scale, and generate forecasts of future results based on the actions underway.

Importantly, switching up to an even more integrated approach has the potential to inspire and empower greater community action to create lasting change.

By helping people understand the values and condition of South East Queensland's environment, we can help ensure the sustainable use of our natural environment long into the future.

The first step will be identifying the critical indicators and landscape factors. In this we will be reliant on science, research, and close collaboration with a broad range of regional stakeholders on the most effective and desirable indicators for their area. There is a potential springboard for emerging opportunities for partners to guide financial and community investment in environmental recovery and action.



Projects and action on the ground

Healthy Land and Water is responsible for coordinating the delivery of hundreds of environmental initiatives throughout South East Queensland. These activities are designed to improve our landscapes, waterways, and biodiversity and protect the environment for future generations. While there are many worthy projects to invest in, our activity spread is aligned with priority areas outlined in the NRM Plan which include:

Snapshot of investments in 2019-20

	 Healthy land	 Healthy water	 Local landscapes	 Nature conservation	 Coastal & marine	 Community	 Traditional owners	 Air & atmosphere
<p>South East Queensland Natural Resource Management Plan Review</p> <p>Every five years Healthy Land and Water undertakes a review of progress against community-endorsed targets established in 2009 for achievement in 2031. The current review will be complete in August 2021. Activities during 2019-20 focused on data review and analysis and building awareness of the NRM Plan review and in 2020-21 will focus on stakeholder engagement and determining future priority actions.</p> <p>Acknowledgements: This project is supported by Healthy Land and Water, through funding from the Australian Government's National Landcare program and the Queensland Government Natural Resource Investment Program.</p>								
<p>Moreton Bay Ramsar Wetland – Mountains to Mangroves</p> <p>Extending from the foreshores of Brisbane, Moreton Bay is internationally recognised as a Ramsar wetland for biodiversity and ecological significance. It is considered one of the most significant marine habitats on the east coast of Australia. It also has high indigenous cultural, recreational, and economic values. This project aims to address key threatening processes to the Ramsar site and its threatened wildlife by controlling pest and domestic animals, improving ecological fire regimes, reducing weeds, reducing impacts from vehicles and pedestrians, reducing sediment run-off, removing marine debris, and improving habitat through revegetation and the creation of aquatic habitats, coastal habitat restoration, and shellfish reef restoration.</p> <p>Acknowledgement: Acknowledgement: This project is part of Healthy Land and Water's Moreton Bay Ramsar Wetland Program, and is resourced through funding from the Australian Government's National Landcare program.</p>								



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<p>Community Participation in Natural Resource Management</p> <p>Community involvement and participation in natural resource management is fundamental to the health of our region's natural assets. In 2019-20, Healthy Land and Water provided support to over 100 organisations on a wide range of initiatives, including BioBlitzes, threatened species recovery, cultural calendars, climate change, and biosecurity.</p> <p>Acknowledgement: This project is supported by Healthy Land and Water, through funding from the Australian Government's National Landcare program and the Queensland Government Natural Resource Investment Program.</p>								
<p>Lungfish Habitat Rehabilitation (Stage One)</p> <p>This innovative program aims to re-establish the macrophytes, specifically Vallisneria sp., a submerged aquatic plant that provides habitat for lungfish and are vital for lungfish breeding and maintaining a healthy lungfish population that were damaged in significant flood events.</p> <p>Acknowledgement: This project is delivered by a partnership between Healthy Land and Water, Seqwater, and Griffith University.</p>								
<p>T.S. Onslow Shoreline Management Project</p> <p>The TS Onslow Shoreline Management project at Golden Beach aims to prevent coastal erosion and restore fish habitat with soft engineering solutions of mangrove and foreshore planting stabilised with innovative placement of coir logs.</p> <p>Acknowledgement: This project is supported by Healthy Land and Water, through funding from the Australian Government's National Landcare program and is delivered in partnership with Take Action for Pumicestone Passage (TAPP), Queensland Government, MangroveWatch, Sunshine Coast Council, Bunya Bunya Country Aboriginal Corporation, and Night Eyes.</p>								
<p>Pine Mountain Gully Restoration</p> <p>The Pine Mountain Gully Restoration focuses on repairing eroding and low vegetated soil by stabilising gullies through the installation of rock chutes and fencing, and the planting of ground cover species and plants along the gully's edges.</p> <p>Acknowledgement: This project is delivered by a partnership between Healthy Land and Water and Seqwater.</p>								
<p>Land Management Practices Program</p> <p>The Land Management Practices program aims to improve adoption of best practice to improve soil health, land condition, and water quality by</p>								



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<p>working with landholders and farming and community groups in South East Queensland. The program delivers a range of activities including workshops, field days, demonstration sites, and tailored information products.</p> <p>Acknowledgement: This project is supported by Healthy Land and Water, through funding from the Australian Government's National Landcare program.</p>								
<p>Living Waterways - Lower Brisbane Waterway improvement</p> <p>This project aims to improve the ecological health of the lower Brisbane River and downstream Moreton Bay Ramsar Wetland, through rehabilitation of sections of local waterways. Restoration activities and installation of water sensitive urban design installations improves the integrity and resilience of these urban waterways through rebuilding riparian habitat quality, increasing connectivity, and reducing the risk of bank erosion which will, in turn, reduce the risk of increased sediment flowing into the Moreton Bay Ramsar Wetland. All projects engage and educate local communities, work to understand local uses and values of waterways, and build opportunities for local stewardship to protect and care for these special places well into the future.</p> <p>Acknowledgement: This project is supported by Healthy Land and Water and is delivered in partnership with Brisbane Catchments Network, Save Our Waterways Now (SOWN), Habitat Brisbane, Davidson Street Bushcare, Brisbane City Council (BCC), and the Oxley Creek Catchment Association. This project has received funding from the Australian Government.</p>								
<p>Feral Pest Management on Minjerribah and Mulgumpin</p> <p>Feral Pest Management projects on Minjerribah and Mulgumpin aim to mitigate the impacts that feral cats, foxes and pigs have on the natural environment and the predation on the island's diverse array of native species including turtles, shorebirds, frogs, and even a water mouse. Bait stations equipped with cameras are used to eradicate feral pigs, foxes, and cats in strategic locations across the islands.</p> <p>The cameras are used to monitor the animals as they engage with the baits, and project managers believe they can adapt to changes in the animal's behaviour and ability to avoid the baits, and move closer to the total eradication of the pests in the future. Healthy Land and Water is also working in partnership with the Quandamooka Yoolooburabee Aboriginal Corporation trialling the Felixer, an innovative feral cat and fox management solution, which targets the animal</p>								



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<p>and utilises their natural behaviours to enhance control.</p> <p>Acknowledgement: This project is supported by Healthy Land and Water, through funding from the Australian Government's National Landcare program and is delivered in partnership with the Quandamooka Yoolooburrabee Aboriginal Corporation.</p>								
<p>Mulgowie Riverbank Restoration</p> <p>The Mulgowie Riverbank Restoration aims to prevent erosion in the Lockyer Valley and reduce the flow of mud into Moreton Bay by building resilience into more than 3.5km of unstable banks along Laidley Creek, significantly impacted by the devastating floods in 2011 and 2013.</p> <p>The restoration of the riverbank involved planting trees and grasses, reinforcing creekbanks with rock chutes and other natural infrastructure, and installing flow reduction devices such as pile fields.</p> <p>Acknowledgement: Urban Utilities, Port of Brisbane, Department of Environment and Science, Mulgowie Farming Company, supported by local landholders.</p>								
<p>Healthy Catchments</p> <p>The Healthy Catchments program aims to increase bank stability through erosion control and prevention in areas of South East Queensland through the delivery of soil conservation projects and landholder education. The program, running since 2010, currently focuses on the Upper Warrill, Upper Bremer, and Upper Laidley sub-catchments.</p> <p>Acknowledgement: Department of Environment and Science's Healthy Catchments Program.</p>								
<p>Nutrient Offsets initiative</p> <p>In the event that environmental harm cannot be avoided or mitigated, an environmental offset compensates for impacts to one site, by securing benefits at another site, and managing that land to replace those environmental values which were impacted or lost.</p> <p>Over the past seven years, Healthy Land and Water has been working to deliver offset projects and investigate opportunities focused on nutrient reduction from point source discharges delivered by sewage treatment plants.</p> <p>Acknowledgement: Partners in the Nutrient Offsets Initiative include Urban Utilities, Unitywater, the Department of Environment and Science, Logan City Council (including the Logan Water Infrastructure Alliance and Downer Utilities), and the City of Gold Coast.</p>								



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<p>Riparian Vine Weed Control program</p> <p>The Riparian Vine Weed Control program works to reduce and control the impact of canopy killer weeds on riparian vegetation in six priority water supply catchments in South East Queensland, primarily Cat's Claw Creeper.</p> <p>The program involves the manual removal of weeds and the release of a biological control agent, the Jewel Beetle, native to South America.</p> <p>Acknowledgement: Moreton Bay Regional Council and Seqwater.</p>								
<p>Healthy Waterplay</p> <p>Waterways are influenced by activities occurring within their catchments and some of these activities can result in different types of pollution entering waterways, including microbial pollution, which can pose risks to human health.</p> <p>The Healthy Waterplay program supports the monitoring of human health risks in recreational waters and promotion of risks to the public, enabling the community to make informed decisions about where and when to use waterways for recreation.</p> <p>Acknowledgement: This initiative is supported Healthy Land and Water's member network as well as by state government, local councils, water utilities, universities, and other relevant organisations.</p>								
<p>Sustainable Agriculture</p> <p>The Sustainable Agriculture initiative promotes the importance of maintaining healthy soils, productive agricultural landscapes, and reducing the amount of soil nutrients and sediment that are washed into our local waterways.</p> <p>The initiative involves working closely with landholders and farming and community groups to support them in improving the soil health and native vegetation which significantly contributes to maintaining ecosystem services underpinning the regions' agricultural productivity and profitability. Various extension approaches have been utilised including workshops, field days, and demonstration sites, to improve the knowledge and skills of landholders and highlight the important role they play as stewards of the land, protecting and improving the condition of soils, pastures, native vegetation, and waterways.</p> <p>Acknowledgement: This project is supported by Healthy Land and Water, through funding from the Australian Government's National Landcare Program.</p>								



	 Healthy land	 Healthy water	 Local landscapes	 Nature conservation	 Coastal & marine	 Community	 Traditional owners	 Air & atmosphere
<p>Erosion and Sediment Control</p> <p>The Erosion and Sediment Control program builds the capacity of local government, developers, and contractors to reduce the impact of urban development on waterways by keeping sediment on construction sites. This holistic program builds on our understanding of the needs for informed and consistent compliance, coupled to targeted research and education, is making a positive impact from Coolangatta to Cairns.</p> <p>Acknowledgement: This program is funded through the Queensland Government Department of Environment and Science</p>								
<p>Mid Brisbane Partnerships program</p> <p>The Mid Brisbane Partnerships program helps restore and protect water quality and build resilience into the Mid Brisbane catchment area through projects that focus on fencing, stabilising, and revegetating riverbanks and gully systems. These projects ensure gullies and riverbanks are more resilient to flood events, reducing erosion and the flow of sediment into the Mid Brisbane River.</p> <p>Acknowledgement: This project is delivered by a partnership between Healthy Land and Water and Seqwater.</p>								
<p>Water by Design</p> <p>The Water by Design program is focused on helping everyday people and organisations manage water more sustainably in urban environments. The Water by Design team works to identify and fill knowledge gaps and encourage the community to incorporate improved sustainable water management practices.</p> <p>The team provides capacity building services and products including training, guidelines, and technical resources for practitioners in industry and local government.</p> <p>Acknowledgement: This program is funded through the SEQ Members and the Department of Environment and Science.</p>								
<p>Environmentally Friendly Moorings</p> <p>The Environmentally Friendly Moorings (EFMs) program protects seagrass meadows and marine habitats by replacing existing block and tackle moorings with an environmentally friendly alternative. Environmentally friendly moorings ensure mooring chains are kept off the sea floor, protecting seagrass and preventing damage to the benthic environment. This year Healthy Land and Water worked in partnership with the Gold</p>								



	 Healthy land	 Healthy water	 Local landscapes	 Nature conservation	 Coastal & marine	 Community	 Traditional owners	 Air & atmosphere
<p>Coast Waterways Authority, delivering new EFMs to Jacobs well and Cabbage Tree Point. In addition, Healthy Land and Water is also working with stakeholders across Moreton Bay to deliver new EFMs across the region. More seagrass monitoring is being introduced within the Mooring Areas as part of the Ecosystem Health Monitoring Program.</p> <p>Acknowledgement: Projects have received funding from Gold Coast Waterways Authority and the current EFM program is being delivered in partnership with Maritime Safety Queensland, Department of Environment and Science, Gold Coast Waterways Authority, the Quandamooka Yoolooburrabee Aboriginal Corporation, Queensland Recreation Boating Association, EFM installers, and mooring boat holders.</p>								
<p>Clean Up Program</p> <p>The Clean Up Program crew collects floating and bank-bound litter from our waterways, removing the waste before it flows out into Moreton Bay where it can do untold harm to our marine wildlife and ecosystems.</p> <p>Once the waste has been collected, we work with our partners to analyse and categorise the litter to better understand how, why, and when litter is entering our waterways. This data informs our prevention efforts and assists us in understanding how we can stop litter at the source.</p> <p>Acknowledgement: This project received funding from the Australian Government and Brisbane City Council, Logan City Council, Ipswich City Council, City of Gold Coast, and Moreton Bay Regional Council.</p>								
<p>Wild Macadamia projects</p> <p>Our Wild Macadamia projects are working to conserve wild macadamia populations in South East Queensland through a range of activities including citizen science programs that engage the community to identify, register, and collect samples from wild macadamia trees in their area. Collecting and analysing the genetics of these samples will help determine the best way to conserve our wild macadamia trees.</p> <p>Acknowledgement: This project is supported by Brisbane City Council and the Queensland Government's Queensland Citizen Science Grants and delivered in partnership with the Macadamia Conservation Trust and Southern Cross University.</p>								
<p>Pumicestone Shellfish Habitat Restoration</p> <p>The Pumicestone Shellfish Habitat Restoration project involves installing artificial reefs made from recycled oyster shells and biodegradable potato starch sheets to enhance fish stocks and marine</p>								



	 Healthy land	 Healthy water	 Local landscapes	 Nature conservation	 Coastal & marine	 Community	 Traditional owners	 Air & atmosphere
<p>biodiversity and ultimately improve water quality in the Pumicestone Passage.</p> <p>Acknowledgement: This project is supported by Healthy Land and Water, through funding from the Australian Government's National Landcare Program, Pumicestone Passage Fish Restocking Association, Moreton Bay Regional Council, Boating Camping Fishing (BCF) through OzFish Unlimited, and Unitywater, with significant in-kind from OzFish volunteers in their oyster gardening project, shell recycling, and invertebrate monitoring.</p>								
<p>Bushfires - Emergency Pest Post Mitigation and Habitat Protection</p> <p>The Bushfire Recovery project involves restoring and protecting bushfire impacted habitat in the Gondwana Rainforests World Heritage Area.</p> <p>The first component of the program involves removing weeds from the upper Illinbah section of Lamington National Park and controlling access to affected areas of Main Range National Park through repairing and erecting fencing to prevent cattle intrusions.</p> <p>Acknowledgement: This project is supported by the Australian Government's Wildlife and Habitat Bushfire Recovery Program.</p>								
<p>Integrated Fire Management Project</p> <p>Lack of integrated fire management across vegetation communities in the Moreton Bay Ramsar Wetland was identified as a severe threat. These communities include fire-prone and fire sensitive ecosystems which offer opportunities for landscape management to address cultural heritage and ecological concerns. Most importantly, this project represents an opportunity to embed integrated fire management firmly within cultural heritage considerations.</p> <p>The project includes working with local Traditional Owners to develop fire management case studies for culturally significant areas on North Stradbroke (Minjerribah) and Bribie Islands. These case studies include information on the application of fire to return and sustain cultural landscapes, appropriate fire regimes, succession post fire, fire response of structural species within these habitats, and opportunities to facilitate the persistence of rare species.</p> <p>Acknowledgement: This project is supported by Healthy Land and Water, through funding from the Australian Government's National Landcare Program and is delivered in partnership with Kabbi Kabbi First Nations and the Queensland Parks and Wildlife Service.</p>								
<p>Curlew Island Shorebird Habitat Restoration</p> <p>Curlew Island is the most southern roosting and feeding site for listed migratory shorebirds in</p>								



	 Healthy land	 Healthy water	 Local landscapes	 Nature conservation	 Coastal & marine	 Community	 Traditional owners	 Air & atmosphere
<p>Southern Moreton Bay. Over recent years, Curlew Island's native vegetation has been progressively colonised and degraded by weeds. In order to improve the ecological integrity of the island and restore habitat for listed migratory shorebirds, Healthy Land and Water, in partnership with Watergum, has cleared weeds and revegetated the island with local provenance native coastal vines, shrubs, and trees.</p> <p>Acknowledgement: This project is supported by Healthy Land and Water, through funding from the Australian Government's National Landcare Program and is delivered in partnership with Watergum.</p>								
<p>Coochiemudlo Island Melaleuca Wetland</p> <p>The Coochiemudlo Island Melaleuca Wetland has high cultural and ecological values and is home to over 170 recorded native plant species - which includes listed endangered species - and habitat for the threatened wallum sedge frogs, making it an important freshwater wetland within the Moreton Bay Ramsar Site. Healthy Land and Water, in partnership with Coochiemudlo Island Coastcare, is delivering restoration projects across the island, using innovative chemical-free methodologies.</p> <p>Acknowledgement: This project is supported by Healthy Land and Water, through funding from the Australian Government's National Landcare Program and is delivered in partnership with Coochiemudlo Island Coastcare.</p>								
<p>Brisbane Catchments Network Mapping Tool</p> <p>Healthy Land and Water in partnership with Brisbane City Council has developed a new online mapping tool to assist Brisbane Catchment Groups to develop their individual catchment plans by identifying project locations across the whole landscape and assisting with the alignment of these plans with Brisbane City Council's 'Brisbane Vision'. This mapping tool will provide Brisbane City Council and Brisbane Catchment Groups with transparency on future project plans, provide 'shelf ready' projects for when funding is available and reduce the time and resources required throughout the project pre-approval planning phase.</p> <p>Acknowledgement: This project is supported by Healthy Land and Water, through funding from the Australian Government's National Landcare Program and is delivered in partnership with Brisbane City Council</p>								



Spotlight on some of our activities



Spotlight on the monitoring and reporting program review

"Healthy Land and Water's successful Report Card is being reinvented so it can deliver **beyond its current water focus** and encompass **a broader ecosystem focus**, in line with the priorities outlined in our Natural Resource Management Plan (NRM Plan)."



- Dr Andrew O'Neill, Healthy Land and Water, General Manager – Environmental Services

For 20 years, Healthy Land and Water has collected data and released a Report Card on the health of South-East Queensland's waterways. The Report Card has provided a strong scientific basis for investment, which has resulted in significant improvements to the health of our waterways and Moreton Bay.

As a science-driven and community-focused organisation, Healthy Land and Water is investing to review and update the Report Card, to ensure that it is well positioned to support evidence-based investment and policy decisions to protect the natural assets of South East Queensland for the next 20 years.



The strength of the monitoring program and Report Card

- Provides a regional health check of our waterways and Moreton Bay.
- Inspires action.
- Identifies priority areas for investment and supports members to identify and implement actions.
- Provides an assessment of the effectiveness of management actions and progress towards targets.
- Provides data relevant for researchers, managers, and the wider community that contributes to greater waterway understanding.

Tool to accelerate positive change

It is important to renew the focus on what is needed to influence positive change as a result of the work being done. Our ambitious new project will extend the Report Card's ability to have a positive impact on behaviour and create environmental improvement across all of South East Queensland's natural assets.

Stay tuned as we reimagine our Report Card to become a powerful analytics and management tool that will accelerate positive change in our region.



We are working with an international team of scientists to:

- Use techniques such as social network analysis to understand key opportunities to influence decisions.
- Integrate the current monitoring framework and Report Card with additional natural resource management indicators to develop a holistic monitoring framework for South East Queensland.
- Develop leading indicators that will enable us to predict and respond to environmental threats as they come.
- Develop system dynamics models to generate realistic future projections. *This creates an analytics and management tool that enables us to consider and test various investment strategies, much like a sophisticated computer simulation game. In this way, the system dynamics models can help our partners to start looking at how the grade can be raised.*

It is timely and crucial that we build on meeting the compliance needs of our network members and create the Report Card of the future that will accelerate positive change by impacting behaviour and influencing investment.

Healthy Land and Water is investing in:

- Increasing our understanding of key pinch and influence points.
- Furthering our understanding of the reflective and investment opportunities posed by COVID-19.
- Engaging the new wave of political leadership within our communities for the monitoring and protection of our natural assets.
- Creating opportunities for the private sector to develop social licence, corporate social responsibility (CSR) and sustainability targets.
- Strengthening alignment to the global Sustainable Development Goals and South East Queensland's NRM Plan.





Spotlight on fire

The nation's focus on fire has been brought to the fore, following the devastation of the bushfires which ravaged large areas across South East Queensland and Eastern Australia over the 2019-20 period.

"During the crisis, Healthy Land and Water played a critical role in providing **regular updates** to our local governments and stakeholders, with staff also **responding to and assisting in several disaster response situations** across the region. The technical assessments provided by Healthy Land and Water during and following the fire events have been **very well received** by our stakeholder network. Following the crisis, the demand for information to better prepare for future fire seasons **continues to be strong.**"



- Julie McLellan, Healthy Land and Water, CEO

Healthy Land and Water continues to focus on the fire response through ongoing engagement and collaboration with government agencies, stakeholders, and communities to prioritise recovery activities, planning, and mitigation initiatives to build landscape and community resilience. Many of our recommendations to government have been supported and we look forward to making further announcements during the coming year regarding implementation.

The resources and services including sought-after community fire information events, fire management planning workshops, training, resources, and research support continues to be provided by Healthy Land and Water, through the Queensland Fire and Biodiversity Consortium, which is increasingly being recognised as a premier non-government organisation for progressing effective fire management outcomes across the State.





Established in 1998, the Queensland Fire and Biodiversity Consortium is a network of land managers and stakeholders committed to improving fire and biodiversity management outcomes, supporting and disseminating fire ecology research, facilitating partnerships between key stakeholders and building the capacity of land managers and private landholders to address issues of fire management and biodiversity in South East Queensland and across Queensland.



Unique approach

Healthy Land and Water, through the Consortium's distinctive collaborative approach, empowers landholders to prioritise their actions for fire management with property and biodiversity values and improve resilience within the community. A resilient community is one that is understood and provided with opportunities to participate and collaborate with neighbours and key government departments.

Utilising a cross-tenure approach, this collaborative arrangement continues to draw upon the expertise, support, and capacity of a diverse range of partners, including the 18 organisations involved in the Queensland Fire and Biodiversity Consortium, to build the resilience of communities and stakeholders around bushfires. One of the main events during 2019 was the inaugural Gold Coast BioBlitz at Austinville, which was attended by 230 people and led by 40 leaders (across numerous areas of expertise including plants, birds, freshwater crayfish, fish, reptiles, frogs, native bees, mosses, and even dragonflies).

Consortium rebranded to Queensland Fire and Biodiversity Consortium

In 2020, the South East Queensland Fire and Biodiversity Consortium rebranded to the Queensland Fire and Biodiversity Consortium, reflecting increasing demand for its services by stakeholders and the community in broader Queensland and the state-wide interests of some of its partners. The QFBC was founded on a collaborative engagement model, committed to evidence-based science and practice, knowledge sharing, and respect. Whilst the QFBC maintains its core focus in South East Queensland, it welcomes the opportunity to collaborate with new partners, remaining respectful of existing fire management programs and networks across Queensland.

"Healthy Land and Water and the Queensland Fire and Biodiversity Consortium have been empowering communities to better balance bushfire risk with land management and biodiversity outcomes for over 20 years."

- Dr Samantha Lloyd, Healthy Land and Water, Queensland Fire and Biodiversity Consortium, Manager



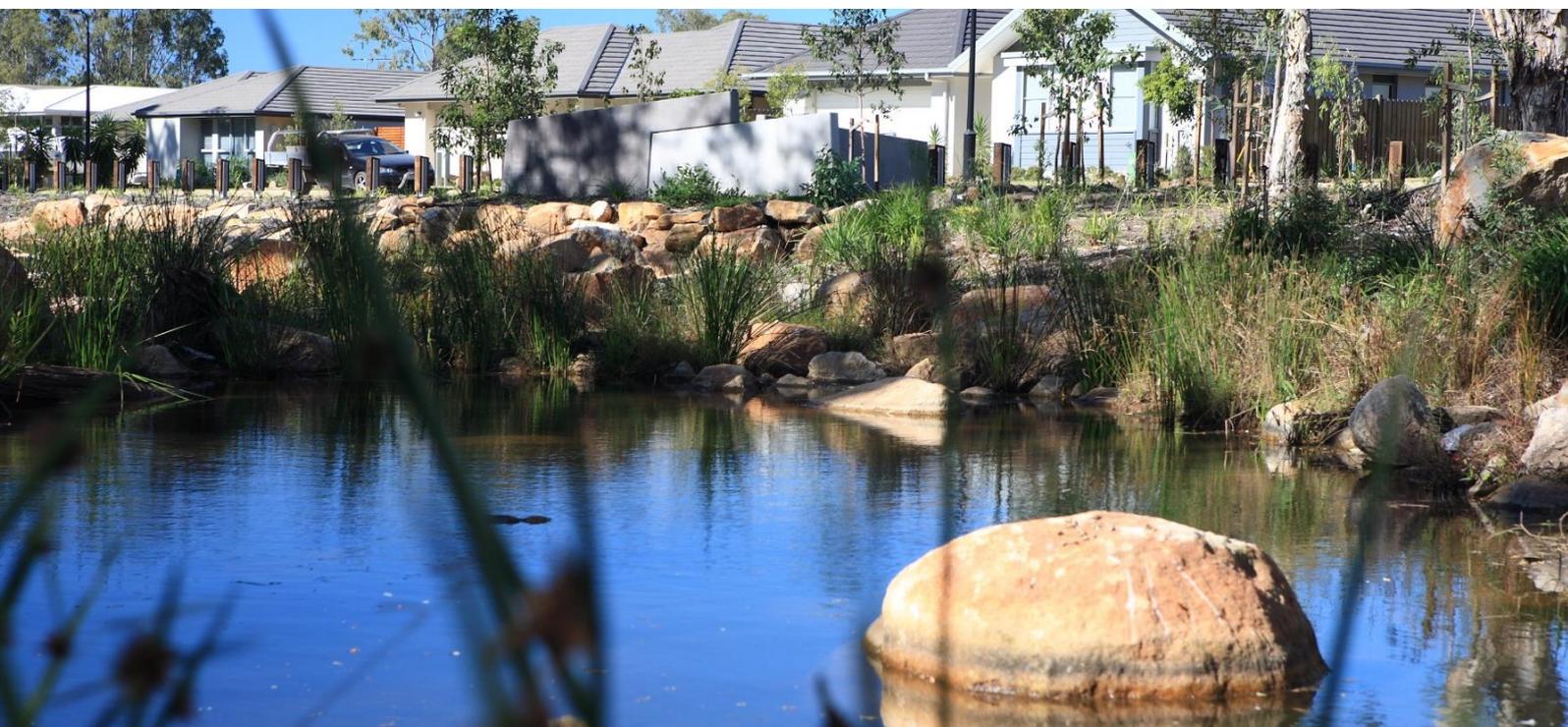
Spotlight on Water by Design

In 2004 and 2005, the Ecosystem Health Monitoring Program highlighted 'diffuse source pollutant loads' were affecting water quality in the Moreton Bay region. To address this, Healthy Land and Water developed the Water by Design initiative to support sustainable urban water management.

"In order to protect, restore, and rehabilitate our urban waterways, the programs innovative and collaborative approach works across a wide diversity of stakeholders and communities to effectively build the capacity of water practitioners across the State to together deliver best practice sustainable urban water management outcomes."



- Rachael Nasplezes, Healthy Land and Water, Water by Design, Team Leader



Innovative approach

The Water by Design initiative works to encourage innovative practice and build regionally consistent approaches. By facilitating information exchange, networking, and constructive debate, practitioners are motivated to deliver high quality urban environments.

In order to protect, restore and rehabilitate the natural water cycle, the program effectively and efficiently delivers sustainable water management outcomes across the State.

Since 2005, Healthy Land and Water's Water by Design initiative has been working with individuals and organisations to identify and fill knowledge gaps and facilitate the uptake of improved practice in sustainable water management.

The Water by Design program aims to deliver:

- Improved skills and knowledge via a comprehensive suite of best-practice decision support guidelines, resources, and capacity building programs.
- A strengthened organisation capacity with forums for industry practitioners and government officers to foster collaboration, information sharing, and positive development outcomes.
- Guided regulatory reforms such as flexible arrangements for stormwater management, providing cost savings and benchmarking protection targets.
- Increased incentives and encouragement for the community in the form of case studies, factsheets, and co-design projects.
- Exemplar water sensitive urban design projects delivered across the State that demonstrate innovative and emerging approaches in sustainable urban water management.

The Water by Design initiative delivers a large portfolio of deliverables for South East Queensland each year. The work of the program is well-respected and sought-after, not only in South East Queensland, but by other organisations across the State, which benefit from the services of Healthy Land and Water's Water by Design team in delivering tailored programs in other catchments. We've profiled a small selection of just some of the many Water by Design activities that were rolled out during the year below.

On the ground | Ferguson Park

The Ferguson Park upgrade is a project to enhance a section of Sandy Creek that flows through Ferguson Park, located between the Gaythorne and Enoggera train stations, in Enoggera.

The project, which commenced in 2019, is supported by the Australian Government and Brisbane City Council and seeks to improve the waterway values for Sandy Creek. Stormwater and urban runoff from Gizeh Street will be filtered via a new planted swale in Ferguson Park. The swale has been designed to mimic natural systems and their ability to manage water runoff, filter pollutants, and increase rainwater infiltration. Using a co-design approach, this project has been developed in consultation with the local community, who, through the project have developed a local network consisting of local residents who would like to care and nourish the creek into the future, who will work with the Kedron Brook Catchment Branch and Brisbane City Council.

Healthy Land and Water believes that supporting communities to develop an emotional connection with their local waterways is crucial in protecting the health of South East Queensland's waterways.



Capacity building | State Water by Design program

In the 2019-2020 financial year, the Water by Design team undertook numerous activities to improve council and industry capacity in coastal urban centres within South East Queensland and the Great Barrier Reef region. These included running workshops and capacity building events, developing online resources, and providing support for the industry.

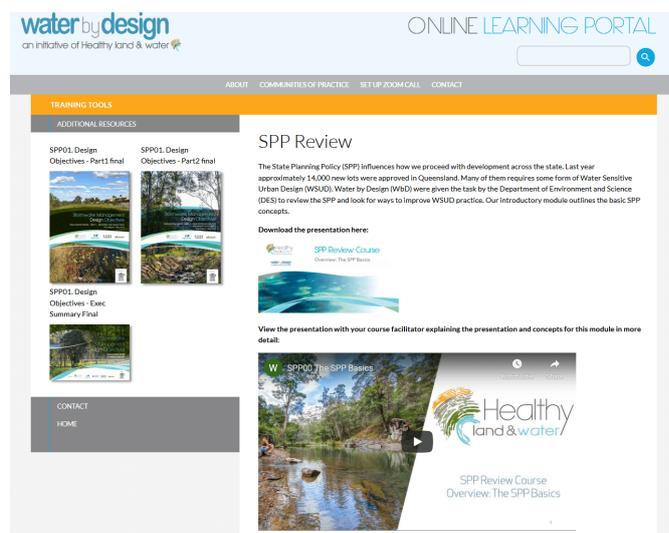
For the period between July 2019 and June 2020, Water by Design has delivered:

- 4 Community of Practice events.
- 5 embedding activities.
- 2 supporting Regional Organisation of Council activities to update their Development Manuals and provide best practice.
- 6 digital roadshow training events.
- 5 capacity building videos.
- 5 capacity building training workshops.
- 2 Codesign process workshops and support.

Resources | Online training portal

Water by Design continues to apply its fundamental principles of current best practice through innovation by developing an online learning portal to support their communities of practice during and post COVID-19. The online portal was developed by Healthy Land and Water as a response to the restrictions imposed by COVID-19 with funds reallocated toward delivery of four targeted training workshops delivered through the online training portal.

Four courses were prioritised as a training suite for the online portal and designed and developed for delivery, including Co-Design, Strategic Waterways, Living Waterways, and State Planning Policy Review Blueprint. Over 160 practitioners from across the State have already visited the portal and worked through a range of the courses. The training portal is currently available for all South East Queensland Councils and members of the Reef Urban Stormwater Management Group.



An online training portal was developed by Healthy Land and Water as a response to the restrictions imposed by COVID-19. Funds were reallocated to deliver four targeted training workshops through an online training portal.



Blueprint for improving waterway management

The Water by Design team has continued the investigation into the relevance and application of the State Planning Policy Water Quality Objectives and the Stormwater Management Design Objectives and have drafted a blueprint for improving the management of our waterways.

This blueprint has been developed in consultation with key sectors of the stormwater industry including councils, consultants, and industry associations. The document proposes 12 strategies across three themes: Protect, Maintain, and Enhance.

This paper was sponsored by the Department of Environment and Science to prompt and enable industry discussion. The paper has been well received by the Water by Design Community of Practice and the strategic aims are currently being used as a catalyst for future discussion regarding best practice outcomes.





Spotlight on working in support of First Nations and Aboriginal and Torres Strait Islanders

"Healthy Land and Water remains firmly committed to striving to improve our understanding and empowerment of First Nation communities."



- Joel Bolzenius, Strategic Partnerships Manager



2019 saw a significant moment for the Quandamooka People, who obtained recognition of their ongoing connection to Mulgumpin (Moreton Island) through a Native Title determination by the Federal Court of Australia. We look forward to working with the community to realise First Nations aspirations for Country and collaborating with the Quandamooka Yoolooburrabee Aboriginal Corporation as they take on the Joint Management of Protected Areas in this special part of South East Queensland.



Healthy Land and Water continues to strive to improve our understanding and empowerment of First Nation communities. We have been fortunate to be involved in a wide range of initiatives. Some of our highlights over the year include:

- Supporting Traditional Owners in several areas of South East Queensland to respond to the 2019 fire events and ensure that cultural heritage and First Nation priorities were given due consideration within recovery efforts.
- Assisting the continued Traditional Owner-led expansion of protected areas on Minjerribah which has increased from 2% of the Island in 2011 to the current extent of conservation areas which cover over 50% of the Island. In 2019, further planning was released for the full extent of National Park expansion which is planned to cover 80% of the Island.
- Cultural heritage value recording and surveys have been critical in informing Kabi Kabi aspirations for Country and shellfish reef restoration activities in particular.
- 2019 saw the end of large-scale sand mining on Minjerribah and Healthy Land and Water has been privileged to support the Quandamooka Yoolooburrabee Aboriginal Corporation in negotiating with Mining Companies and the Queensland Government to enable the Quandamooka People to play the lead role in the rehabilitation and restoration of Country.
- The reinstatement of cultural burning and landscape management practices has been increasingly occurring in many parts of the region and Healthy Land and Water along with the Queensland Fire and Biodiversity Consortium has supported planning activities, fire management trials, and the implementation of broadscale cultural burning practices being led by Traditional Owners.
- Koala Conservation is actively being led by Traditional Owners in many parts of South East Queensland in line with recommendations made by the Queensland Koala Expert Panel and Healthy Land and Water has worked to support the empowerment of First Nations people in this space.
- There is greater coverage of cultural heritage bodies and Native Title applicants in South East Queensland than ever before and Healthy Land and Water is striving to provide opportunities for these parties to participate in project activities and decision-making processes as well as educating other stakeholders on requirements for Traditional Owner collaboration.
- Healthy Land and Water is continuing to pursue options to reinvigorate past cultural resource management planning that has been undertaken by Traditional Owners and has been working with the Queensland Government to identify opportunities to update and deliver on these aspirations.
- Healthy Land and Water is working to redress past displacement of Aboriginal and Torres Strait Islanders from the natural resource management sector by providing prioritised employment and procurement pathways. This has included working with natural resource management groups across Queensland to have these practices adopted state-wide and aligned with the UN declaration on the rights of Indigenous Peoples.

Longstanding custodianship

Healthy Land and Water acknowledges that the place we now live in has been nurtured by Australia's First Peoples for tens of thousands of years. We believe the spiritual, cultural, and physical consciousness gained through this custodianship is vital to maintaining the future of our region.





Spotlight on offsets



During the 2019-2020 period, Healthy Land and Water delivered strong results with our new environmental offsets initiative.

By the end of the year, environmental offsets and associated projects had made a significant contribution to Healthy Land and Water's 'Community Natural Asset Investment Reserve' and had made a significant contribution to the environmental health of South East Queensland.

To date, the environmental offsets team has secured nine contracts. Six are for professional services and three are for on-ground works, including:

- Cedar Grove WWTP nutrient offset on the Logan River.
- Bellemere nutrient offset on the Caboolture River.
- Urban Utilities Laidley Creek site maintenance.

Nutrient offsets

Healthy Land and Water has been working with clients over the past seven years to provide nature-based solutions to offset nutrient discharges delivered into the environment by sewage treatment plants.

Cedar Grove was a large-scale project that despite significant challenges, Healthy Land and Water was pleased to deliver a great outcome that will assist in meeting regulatory requirements and stabilise a significant section of the Logan River. This was achieved in a compressed timeframe due to the client's regulatory deadlines, with the additional challenge of the work being undertaken during the heat and drought of late 2019, followed by a significant flow event that covered the project site.



"Professional services work has continued throughout the year, primarily focused on developing and applying a Nutrient Offset portfolio development process which enables clients to meet assurance that future projects are in the best location and represent value for money."



- Scott Jose, General Manager - Environmental Offsets

This process integrates Healthy Land and Water's unique geographic information systems (GIS) capabilities, unmatched on-ground local catchment knowledge, robust project development processes, and client needs by way of a custom multifaceted portfolio evaluation matrix.

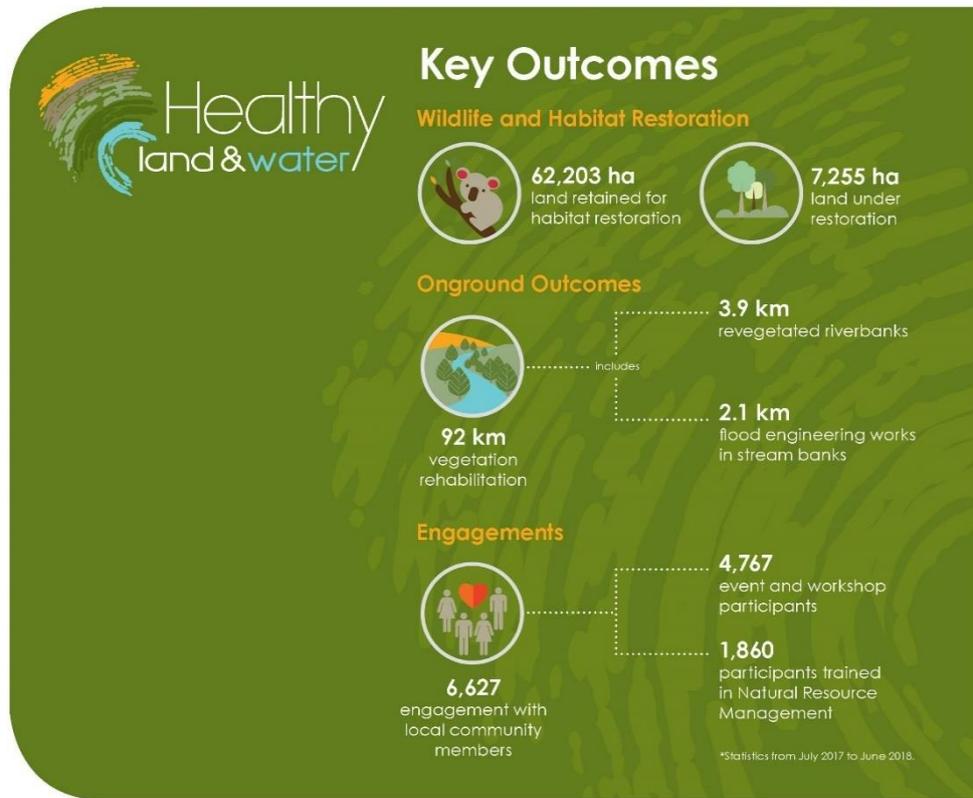
Next year will see a focus on diversification, with works having commenced in the field to support use of wetlands for nutrient offsets and consideration of land management practice change for consideration in nutrient abatement.

Healthy Land and Water is also aiming to progress leadership and action on pollutant loads across South East Queensland with our Integrated Nutrient Management methodology, in conjunction with our utility, local, and state government partners. This methodology is based on scenario planning to answer the questions of why, how, and what in forward planning for South East Queensland's impacts and needs.

Pioneer in the field

As a pioneer in nutrient offsets, Healthy Land and Water provides our clients with multiple-benefit solutions. This includes reduced sediment and nutrients entering our waterways, improved habitat, stabilised riverbanks leading to flood mitigation, and the protection of infrastructure such as bridges, roads, and homes. Our solutions also enable clients to enhance their relationships with the community and landholders for mutual outcomes.

Offsets are the last line of defence, only implemented as a last resort in cases where actions to avoid the risks are not a viable option. Before an offsets approach is considered, it is first established that everything that can be done has been done.





Spotlight on River Symposium

22nd International River Symposium

20-24th October 2019, Brisbane Convention & Exhibition Centre

Healthy Land and Water – Gold Partner

Healthy Land and Water was proud to be a Gold Partner for the 22nd International River Symposium held in Brisbane. As a key member of the global network of experts and practitioners, our team contributed throughout the five-day program, connecting, knowledge and idea sharing, leveraging, and learning around all aspects of river and water management.

The theme “Resilient Rivers” was chosen to recognise the urgent need to build the capacity of our rivers, communities, and industries to quickly recover from extreme events, such as droughts and floods, and return to a healthy state, ensuring social and economic prosperity.

Working with other partners including the Australian and Queensland Governments, Brisbane City Council, and Griffith University, we were able to add significantly to the program through our local knowledge and international networks, demonstrating our leadership in building flood and drought resilience.



Resilient Rivers Blueprint

Healthy Land and Water was invited by the International River Foundation to participate as a Founding Partner in the Resilient Rivers Blueprint which was launched at the Symposium. This journey to achieve resilience of our rivers in light of global change is a high priority and drives commitment from communities of practice all around the world to delivering best practice river systems management.

1. *Key member of Resilient Rivers initiative in South East Queensland: Opportunity to take learnings and foster outcomes on the global scale.*
2. *Opportunity to learn from others and bring knowledge and new learnings to South East Queensland to improve our own practices.*
3. *Healthy Land and Water recognises that building resilience in our natural assets has merit and has produced exceptional outcomes.*
4. *Opportunities to learn about and adopt new financial models for new investment in natural asset resilience and infrastructure.*
5. *Opportunity to enhance modelling techniques.*
6. *The Resilient Rivers Blueprint will strengthen the delivery of the NRM Plan.*

River Expo

Healthy Land and Water had a major presence in the River Expo with the team on hand to meet and network with delegates throughout the event.

Welcome Reception

As a Gold Partner we were proud to sponsor the Welcome Reception held in the River Expo on the first evening of the Symposium. This was an opportunity to welcome guests and highlight the release of the 2019 Report Card, with the official launch held the next day.

Learn-Inspire-Transform (LIT) Session

Community co-design – building sustainable communities

“Never doubt that a small group of thoughtful, committed citizens can change the world” – Margaret Mead

Too many times we see urban design solutions imposed upon local communities that are ill fitting, developed without an understanding of how a community uses and values their local place. Such designs are doomed to fail as they miss a critical piece of the design puzzle – who are the people who will use and value this place into the future and how and where are their needs captured?

Healthy Land and Water has integrated a co-design process to deliver both environmental and social outcomes for local communities in Queensland. In this session Rachael Nasplezes, Senior Scientist/Lead and Dr Andrew O'Neill, General Manager Environmental Services took participants through a 'virtual' co-design process using a case study based off a Brisbane urban creek renewal project. Participants emerged with a deeper understanding of what co-design is, how to facilitate the process and what outcomes can be expected.



The Healthy Land and Water team featured throughout the program, presenting and chairing sessions

- *Evaluating the success of past strategies: why looking to the past is critical for future catchment management* **Dr Paul Maxwell.**
- *Resilience safe recreation in South East Queensland waterways* **Naomi Soustal.**
- *Policy on the run – what the books don't teach you* **Dr Andrew O'Neill.**
- *Implementing an offset: more than a mass balance equation* **Ross Bigwood.**
- *Communities working together to build resilience in their place* **Rachael Nasplezes.**
- *Loving our waterways too much? Monitoring waterway condition and social benefits in South East Queensland* **Emily Saeck.**
- *Managing weeds of national significance for better drinking water* **Dennis Gannaway.**
- *Meet the pollutants: spreading the word about waterway pollution* **Glenn Browning.**

Healthy Land and Water Study Tour

Enoggera Creek: A pulse of Brisbane Life

Leading scientists, community advocates, historians, and traditional owners led a group of delegates on a day study tour to explore the cultural, economic, social, and environmental history of Enoggera Creek and the Brisbane River over 200 years and how the impacts of a legacy of poor environmental management on Moreton Bay are driving us to change what we are doing to improve the situation.

Visiting the upper Enoggera Creek and the Enoggera reservoir, delegates heard from water supply catchment managers and community groups that have restored entire sections of the creek. It was then onto Three Mile Scrub, a recently completed open space project in the mid Enoggera Creek, where community-led design has re-invigorated a section of the creek. Finishing at historic Newstead house, Brisbane's oldest home, located where Enoggera Creek flows into the Brisbane River.



Our financials

	Consolidated Group		Parent Entity	
	2020	2019 Restated	2020	2019 Restated
	\$	\$	\$	\$
Revenue	13,416,351	13,156,382	13,230,914	13,054,677
Cost of sales	-7,387,661	-8,591,260	-7,268,763	-8,376,143
Gross profit	6,028,690	4,565,122	5,962,151	4,678,534
Depreciation and amortisation expense	-561,582	-233,190	-308,029	-148,102
Employee expenses	-2,073,537	-2,356,790	-2,052,270	-2,315,623
Operating and administration costs	-1,580,108	-1,427,105	-1,512,243	-1,166,240
Net finance income	106,411	194,721	19,581	94,943
Surplus before income tax	1,919,874	742,758	2,109,190	1,143,512
Income tax benefit	5,564	45,588	5,564	-
Transfer to community natural assets investment reserve	-1,500,000	-	-1,500,000	-
Surplus attributable to members of the Company	425,438	788,346	614,754	1,143,512

Securing our region's future: Community Natural Asset Investment Reserve established

Healthy Land and Water is proud to announce the creation of its new strategic funding initiative, the **Community Natural Asset Investment Reserve**, to allow the delivery of key high-impact projects which may not have adequate external funding sources of their own. Healthy Land and Water has allocated \$1.5M to the reserve.

The fund strategically supports activities which align with the company's principal activities, being primarily actions and projects that will preserve and enhance our natural assets and support resilient regions in South East Queensland.

New strategic funding initiative: The Community Natural Asset Investment Reserve

This reserve doesn't change the nature or purpose of the company's retained earnings, which are still solely available to be used by the company in pursuit of its charitable purpose.

As a strategic fund, the Board of Healthy Land and Water determines the approach to be undertaken to ensure a robust and transparent process in identifying and assessing projects and activities to be funded.

Our people and partners



South East Queensland Catchments Members Association

The South East Queensland Catchments Members Association (SEQCMA) is an alliance between community, government, and industry, focused on finding solutions to issues affecting South East Queensland's environment. SEQCMA works closely with Healthy Land and Water to identify and develop strategies that build resilience into the region's landscapes and waterways. The association's purpose is to bring many elements of the community together as one voice to protect our land, forests, bushland, waterways, wetlands, and coastal regions.

With more than 200 members, SEQCMA is uniquely placed to effect meaningful change. Members include catchment and land care groups, industry, utilities, agriculture, tourism, local government bodies, Traditional Owners, and community members.

The Healthy Land and Water Board has established the SEQCMA Community Consultative Committee to provide advice, guidance, and advocacy support to Healthy Land and Water regarding strategic natural resource management issues.

Healthy Land and Water is a diverse and dynamic team of environmental champions who possess talent and passion for improving and protecting the natural assets of South East Queensland.

The Healthy Land and Water team brings decades of experience to areas including environmental offsets, waterway management, monitoring and evaluation, land restoration, geographic information systems (GIS), aerial imaging technology, community engagement, fire management, soil health and conservation, erosion and sediment control, and threatened species management.

The organisation has some 45 committed people who work closely with our partners and the community to repair, improve, and protect our environment and South East Queensland's

Council of Mayors (SEQ)

The Council of Mayors (SEQ) was established in 2005 as an independent political advocacy organisation to represent the interests of South East Queensland. The membership of the Council of Mayors (SEQ) consists of the 10 South East Queensland councils: Brisbane, Ipswich, Lockyer Valley, Logan, Moreton Bay, Redland, Scenic Rim, Somerset, Sunshine Coast, and Toowoomba. The organisation uses its united voice and leverage to advocate for a better resourced South East Queensland with world-standard infrastructure and healthy and sustainable environments.

Council of Mayors (SEQ) works closely with Healthy Land and Water on a number of projects including the Resilient Rivers initiative, which aims to improve the health of the region's waterways by delivering a coordinated approach to catchment management.

Water Utilities

As the custodians of South East Queensland's water supply, Seqwater, Urban Utilities, and Unitywater work in tandem with Healthy Land and Water to improve and protect the region's catchments and waterways.

Healthy Land and Water helps deliver on-ground catchment and weed management projects funded by the water utilities that are designed to improve water quality and safeguard the region's water supply. In addition, Healthy Land and Water works closely with the water utilities to improve water quality through developing innovative environmental offset solutions such as riverbank stabilisation and increased habitat.

Seqwater, Urban Utilities, and Unitywater are crucial partners as we aim to make South East Queensland a healthier place to live.





Total value: \$11.3 million
Number of projects delivered: 71
Technical, Studies and Project Reports: 114



Environmentally friendly moorings:
116 expressions of interest



Sites monitored, monitoring activities: 268



Gullies repaired: 4
Instream works: 6
Erosion control: 6.86 km
Sediments saved from entering waterway: 9072t



Revegetation: 3,678 plants, 1.4 ha
Soil management (e.g. polymer application): 18.05 ha
Weed control: 17 ha natural areas, 40.2 km of riparian/creek vegetation
Fencing: 4.8 km + 6km of sensitive areas protected



Clean up (litter and rubbish removal):
152 days
137.6 ha
201,200 items collected
39.92 t collected



Natural areas maintained:
40 m² (aquatic)
1 ha (shellfish)
2 ha (sand dune)



Workshops, training and knowledge sharing: 41
Community/landholder surveys: 3,211 participants
Landholders/stakeholders engaged: 5,785
Partnerships: over 45 collaborations
Meetings and briefings (NRM activities): 214