



2019

Annual Report

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Mark Waud, Julie McLellan and Ross Bigwood inspecting a newly installed rock chute as part of the Mid Brisbane Partnerships Program at Pine Mountain.

About Healthy Land and Water

Safeguarding the future

As experts in environmental research, monitoring, evaluation and on-ground restoration works, Healthy Land and Water's purpose is to safeguard the future of our planet.

Healthy Land and Water is an independent organisation, dedicated to delivering on-ground innovative and science-based solutions to challenges impacting our landscapes, waterways and biodiversity.

We believe that 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. Through our work, we encourage people to examine and change their behaviours for the benefit of the natural world and for the people and places we love.

With expertise in environmental research, monitoring, training and evaluation, we work to make South East Queensland clean, green and healthy.



Logan River

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

Chairman's Report

On behalf of the Healthy Land and Water Board, I am delighted to present the 2018/2019 Annual Report, which highlights the many achievements of this dynamic and inspiring organisation.

During this financial year, the Healthy Land and Water Board led a strategic planning process to deliver sustained growth to ensure this organisation continues to thrive well into the future.

We have established an ambitious growth target of \$25 million revenue by 2022. In order to achieve this target, and pursue our passion for Natural Resource Management, Healthy Land and Water must seek alternative funding sources.

Over the past seven years, Healthy Land and Water has been working with several of our members to deliver offset projects, which focuses on reducing nutrients from point source discharges delivered into the environment by sewage treatment plants. With our growth target in mind, we have introduced a new business initiative with a concerted and dedicated effort on environmental offsets.

Environmental offsets is a large, complex market that has many facets including nutrients, terrestrial, marine and koala habitat offsets. As the demand for environmental offsets continues to rise, Healthy Land and Water will aim to be the premier market leader in this space and profits generated from this initiative will be channelled back into delivering Healthy Land and Water's core work.

Our work would not be possible without the financial support of our funding providers and I sincerely thank them for their ongoing commitment. A thank you also goes to our owners; the Council of Mayors (SEQ), Water Utilities, and the South East Queensland Catchments Members Association.

It is with much sadness that I acknowledge the passing of Jim Dale in 2018. Jim was a Director on the South East Queensland Catchments Members Association Board and President of the Pine Rivers Catchment Association. Jim made an invaluable contribution to improving catchment health in South East Queensland, and he will be greatly missed.

I would also like to take this opportunity to recognise our CEO Julie McLellan and the team at Healthy Land and Water for their commitment and hard work. The 2019/2020 year is shaping up to be an exciting one and we look forward to working alongside our members and partners to deliver our vision to protect the natural assets of South East Queensland.

Stephen Robertson
Healthy Land and Water Chairman



CEO's Report



The past 12 months have been an interesting and busy time for Healthy Land and Water. As I reflect on our achievements over the last year, it is our values which continue to drive and direct our work. With more than 120 projects delivered in the 2018/2019 financial year, this Annual Report aims to provide a snapshot of just some of the projects that align with our values. The diversity and depth of the projects conducted by Healthy Land and Water is testament to the commitment of this organisation to safeguard the future of our region's natural assets.

This financial year we have undertaken a strategic growth planning process. As a result, we have set goals to grow the business, implemented an organisational restructure and introduced a new business initiative with a focus on environmental nutrient offsets. In addition to focusing on environmental offsets, Healthy Land and Water will continue to identify new sources of revenue to diversify our funding base and ensure the long-term financial security of this organisation.

As we move forward, Healthy Land and Water will be implementing a three-pillar approach to our business. These pillars are based on delivering on our core business in partnership with our members, pursuing new growth opportunities that will enable us to build financial reserves, and reinvesting these financial reserves into delivering our own on-ground projects.

A major achievement this year has been the development of our first Reconciliation Action Plan. The Plan focuses on strengthening our relationships with Aboriginal and Torres Strait Islander peoples and engaging with our staff and stakeholders in reconciliation efforts. Through a deeper connection with Aboriginal and Torres Strait Islander peoples, our organisation will ultimately be better equipped to care for the natural assets of our region.

This year also marked a special milestone with our South East Queensland Fire and Biodiversity Consortium celebrating its 20th anniversary. This occasion was celebrated with a Fire Forum, attended by more than 200 people, which highlighted the value of partnerships and profiled long-term collaborative projects for biodiversity management in fire-prone ecosystems.

I continue to be inspired by the dedication and passion of the staff at Healthy Land and Water. I'm so proud of the achievements of my team. It is their commitment and hard work that motivates me to embrace the challenges and growth opportunities that lie ahead. The new year will continue to be one of change for Healthy Land and Water as we progress with our plan to grow the organisation. With my devoted, talented and passionate team behind me, I am optimistic about our ability to enhance and protect this wonderful place we all call home.

Julie McLellan
Healthy Land and Water CEO

*Healthy Land and Water
supporting resilient regions.*

Our Vision

Moreton Bay.
Source: Tangalooma Island Resort

Our Key Outcomes

Summary Statistics



121

Total number of projects



364

Number of partnerships
developed & maintained



73

Events and workshops

10,571

Participants at events
and workshops



2,753_{ha}

Total area of natural assets managed and
protected (riparian, wetland, forests, coastal)



21,615

Total number of trees planted



\$7.6 million

Total on-ground project spend



Grazing Land Management

289 Landholders engaged
Properties assessed **10,500ha**

Weed Management

Stream length managed: **52km**

Flood Recovery

Number of trees planted:
10,896 plants

1.3km
Stream length restored and protected

Environmentally Friendly Moorings

56
New moorings installed

16ha
Area of habitat recovered

115
Moorings monitored



Ramsar Wetlands

Wetland and coastal area restored: **8.4ha**
5,843 Number of shorebirds monitored

Science and Monitoring

Projects supported: **49**
Ecosystem monitoring sites: **1,525**
Water quality models: **17**



Litter

9
Number of waterways regularly cleaned
7 tonnes
Amount of litter collected



Fire & Biodiversity

24
Number of workshops and events

1,005
Number of people engaged

11ha
Threatened species habitats improved



Erosion Control

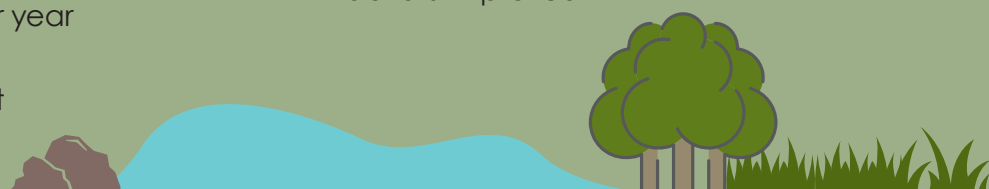
Number of workshops: **20**
1.8km Stream length restored and protected



Nutrient Offsets

6 End-to-End offset sites
13 Tonnes of Nitrogen saved per year

28,600 Tones of sediment saved per year





Our Services

Lockyer Catchment



Project Development

Our team are experts at designing, managing and delivering environmental projects.



Data Analysis

We transform data and maps into knowledge to help our clients make informed decisions.



Land Management Planning

We help stakeholders and landholders benefit from using their land sustainably.



Waterway Restoration

We design and deliver comprehensive waterway restoration projects that improve waterway health.



Training & Skills Development

We host training workshops to improve the community's knowledge and understanding of environmental issues.



Ecosystem Assessment

We deliver comprehensive environmental assessments to help clients understand environmental issues.

Our People

Healthy Land and Water staff
on a field trip to Mulgowie.



Superintendent James Haig, Emeritus Professor Rob Whelan, HLW Director Margie Millgate & SEQFBC Manager Dr Sam Lloyd at the SEQFBC 20th Anniversary Fire Forum.



HLW staff on a field trip to inspect rehabilitation work.



Deploying a shellfish reef array in the Pumicestone Passage.



HLW staff hosting a workshop with landholders.

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, aerial imaging technology, community engagement, fire management, soil health and conservation, erosion and sediment control, and threatened species management.

The organisation has grown to approximately 45 committed people (38 of these staff deliver “front line” services), who work with the community to repair, improve and protect our environment.



Case studies



Myora Springs on North Stradbroke Island.



Case study

Innovation Regional Riparian Weed Control Program

Inspection of a Cats Claw Creeper infestation.



A flowering Cats Claw Creeper.



Jewel Beetles used as biological control agents.



Cats Claw Creeper infestation.

Innovative use of biological weed control

Infestations of vine weeds along riverbanks have devastating effects on waterway health as it impacts water quality and smothers native vegetation.

To help fight the vine weeds menace, Healthy Land and Water has teamed up with Seqwater to deliver the Regional Riparian Weed Control Program within five catchments in South East Queensland from 2018 to 2022. The Program manages invasive weed species including the Cat's Claw Creeper, Madeira Vine and the Chinese Celtis across critical water supply catchments.

The first phase started with the treatment and removal of vine and tree weeds. In the first year, vine weeds were removed from 55km of creek bank and tree weeds were treated in 184 hectares at Kholo.

In addition to physical and chemical methods used to manage weeds, the program included the innovative

use of biological control agents. Biological weed control is the use of beneficial organisms (e.g. insects) to help control weeds and pests.

In 2018, over 35,000 Jewel Beetles were released at 19 sites targeting Cats Claw Creeper. The Jewel Beetles eat away at the Cats Claw Creeper leaves, reducing the vigour of the weed and stressing the plant. The release of biological control agents is conducted in weed infestations near to worksites that are unlikely to be managed by Healthy Land and Water or another group. This slows the growth of weeds and reduces the threat they posed to the "clean" areas managed under the Program.

An important component of the Regional Riparian Weed Control Program has been the support and collaboration with local community groups to undertake small scale weed management projects in targeted areas.



2 Case study

Courage Environmental Recovery Program

Completed rock wall used to stabilise the riverbank.



The finished rock wall revetment.



Earthworks along the Logan River.



An aerial view of earthworks in progress.

Repairing cyclone damage along the Logan River

Ex-tropical cyclone Debbie left parts of the Logan River severely eroded and posed a significant threat to nearby infrastructure including an Energex powerline and a residential property. Healthy Land and Water, in partnership with the Queensland and Australian Government, completed a challenging and highly courageous project to repair and halt erosion along the damaged stretch of the riverbank near Beaudesert.

With funding from the Australian Government's National Disaster Recovery Funding Arrangements (NDRRA) program, Healthy Land and Water led a recovery program that needed to be delivered within a short timeframe.

After completing the initial scope of works, it became evident that the previously agreed solutions were not suitable, hence an extensive consultation and renegotiation process was required to reprioritise project outcomes. This renegotiation delayed the commencement of works and placed

significant pressure on delivery deadlines.

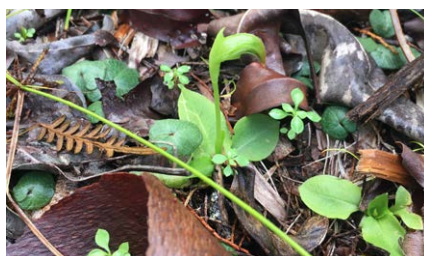
Additionally, this was a challenging project based on the unique characteristics of the riverbank, which increased the complexity of the works. To add to the difficulties, a tropical low was developing in north Queensland and a cyclone preparation strategy needed to be developed in case the system travelled south.

Despite facing many challenges, the completion of this project saw 440m of streambank rehabilitated, 3,500 trees planted, 40,500 tonnes of soil reshaped, and 10,400 tonnes of rock used to stabilise the riverbank. It is estimated that this project will save more than 57,000 tonnes of sediment from entering the Logan River each year.

Not only did this project improve local waterway health by reducing the amount of sediment entering the Logan River, it also increased the stability of the riverbank to protect agricultural land and infrastructure from future flood damage.



Field assessment of freshwater wetland.



Ground Orchids on Minjerribah.



Field botanists taking a sample of rainforest species.

Recording the values of a special place

From June 2018 to February 2019, a project team made up of Quandamooka Yoolooburrabee Aboriginal Corporation (QYAC) Rangers, field ecologists, botanists, and Healthy Land and Water staff surveyed a number of culturally and ecologically significant areas of Minjerribah (North Stradbroke Island). These assessments focussed on recording the ecological values of remote areas of high cultural significance. Sharing ecological knowledge across the project team was a core objective with QYAC Rangers building knowledge of Quandamooka Country values while ensuring surveys were culturally appropriate. The assessments provide a baseline of ecological values for these special areas to inform future management led by the Quandamooka Ranger team.

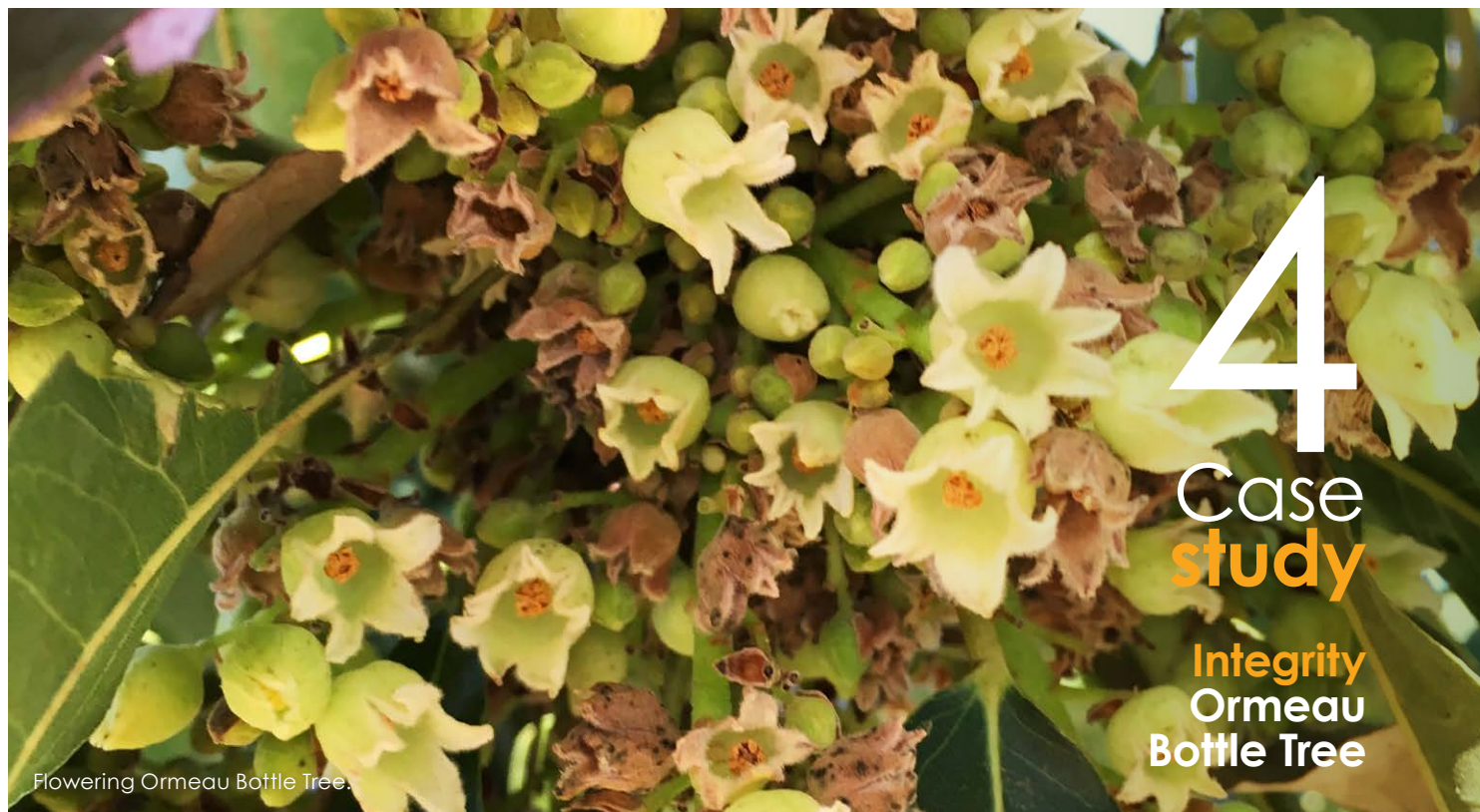
Minjerribah is considered of international, national and state environmental significance. It supports the oldest formally documented Aboriginal Archaeological site on the East Coast of Australia along with Ramsar

listed wetlands, endangered regional ecosystems, endemic threatened species, Pleistocene sand dune formations, and ancient forests.

The assessments revealed new areas of Littoral Rainforest (critically endangered) and Wallum along with 11 flora species not previously recorded on Minjerribah (two being threatened species). During six shorebird surveys, a total of 1,618 shorebirds were recorded including a number of threatened species.

Several key recommendations were made including for further research into the relationship between Minjerribah's ecological character, cultural practices and archaeology, and the need for a more detailed assessment of the unique biodiversity values of this island which is being proposed for World Heritage Listing.

This highly collaborative project further confirmed how important it is to support the Traditional Owners of Minjerribah as they continue to protect and manage their Country for future generations.



4

Case
study

Integrity
Ormeau
Bottle Tree

Flowering Ormeau Bottle Tree.



HLW and QPWS scientists surveying areas where the Ormeau Bottle Tree is naturally found.



Juvenile Ormeau Bottle Trees.



Flowers and leaves of the Ormeau Bottle Tree.

An unexpected discovery builds hope

The Ormeau Bottle Tree is a critically endangered canopy tree that is native to the Ormeau area in South East Queensland. For decades, the species has been under threat from weeds, high intensity fires and incompatible land uses.

To help conserve the species, Healthy Land and Water delivered the Ormeau Bottle Tree Project between January and June 2019 through funding from the Australian Government's National Landcare Program. Critical actions were needed in a short time period, and Healthy Land and Water would like to acknowledge the very generous support, knowledge and contributions of local botanists, researchers, community groups, and land managers during planning and implementation of the project.

Key activities included a health check of the mature Ormeau Bottle Trees and looking for evidence of

reproduction, and actions to reduce weed and fire threats and improve habitat condition.

While surveying areas where the Ormeau Bottle Tree naturally occurs, Healthy Land and Water scientists discovered that 30% of mature trees had recently fruited and found more than 560 juvenile trees bringing the known population to over 700 plants. The discovery of so many juvenile trees builds hope for the future survival of the species. Healthy Land and Water's exciting and unexpected discovery and its implications are being included in a conservation and recovery plan for this critically endangered tree.

The Ormeau Bottle Tree Project built on existing and long-standing collaborations with local botanists and community groups including North East Albert Landcare, Friends of Ormeau Bottle Tree, and private and public land managers including City of Gold Coast, Queensland Parks and Wildlife Service (QPWS), Boral, and Holcim.

5

Case study

Care Davidson Street Project

Chris Galbraith from SOWN and Trevc



HLW's CEO Julie McLellan, Trevor Evans MP and Cr Andrew Wines at the Davidson Street Community Celebration.



Planting native tree species along Enoggera Creek.



Rachael Nasplezes from HLW and Alayna Renata from Mode speaking at a community event.

Co-design process forges community stewardship

Healthy Land and Water, together with the Australian Government and Brisbane City Council, launched the Davidson Street Creek Restoration Project in 2017 to restore a section of Enoggera Creek at Newmarket. This project used a collaborative, community co-design process using our Living Waterways approach to urban water management.

The Davidson Street Creek Restoration Project is an inspiring example of community, government and industry working together to improve and protect the environment. Residents and the local school have embraced this collaborative approach, demonstrating why community involvement is essential to the design process and how co-design forges a legacy of community stewardship and social cohesion.

Pedestrian access to the creek has been improved and on-ground works included extensive weeding,

replanting of native species, construction of a raingarden, and the installation of habitat boxes.

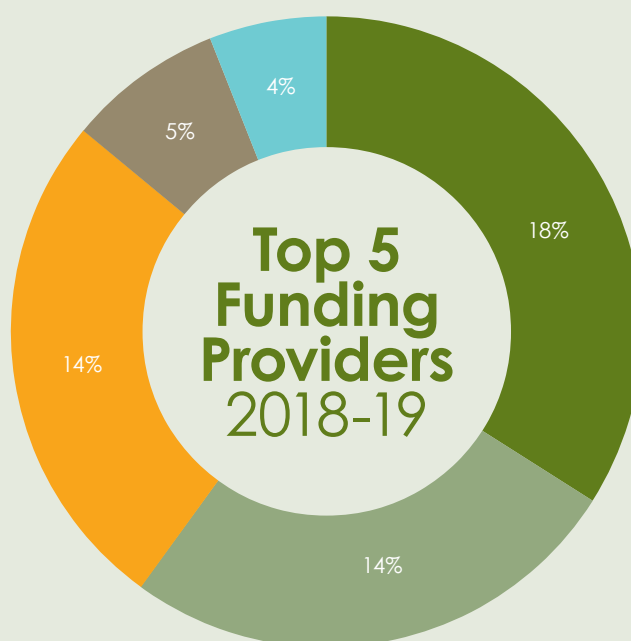
Nature play elements have also been introduced to provide children and adults with opportunities to explore and learn through discovery and play. Students from a local school were part of creating an interactive web app linked to an interpretation trail via a series of QR codes.

Healthy Land and Water worked hard to recognise the contributions of the people who will make use of this special place and ensured that their needs and values were captured in every decision. To continue to care for this iconic place into the future, the local community has established a habitat group.

With the rehabilitation of the site driven by community involvement, the banks of the Enoggera Creek have once again become a refuge for both residents and an increasing array of native wildlife.

Our Financials

	Consolidated Group		Parent Entity	
	2019 \$	2018 Restated \$	2019 \$	2018 Restated \$
Revenue	13,351,103	12,387,749	13,149,620	11,252,600
Employee expenses	(4,779,808)	(4,662,430)	(4,738,640)	(4,660,960)
Operating costs	(1,500,246)	(1,889,668)	(1,141,550)	(1,550,375)
Other expenses	(997)	(20)	-	-
Administration costs	(140,105)	(100,522)	(137,960)	(99,708)
Depreciation & Amortisation expense	(233,190)	(263,515)	(148,102)	(179,456)
Impairment of project revenue	-	(75,000)	-	(75,000)
Project expenses	(5,954,999)	(5,197,881)	(5,839,856)	(4,281,990)
Surplus/(deficit) before income tax	741,758	198,713	1,143,512	405,111
Income tax (expense)/benefit	45,588	(9,509)	-	-
Surplus/(deficit) attributable to members of the Company	787,346	189,204	1,143,512	405,111



Seqwater	\$2,340,924.00
Department of Environment and Science (Queensland Government)	\$1,905,726.40
Department of the Environment and Energy (Australian Government)	\$1,861,344.00
Queensland Urban Utilities	\$721,250.00
Brisbane City Council	\$475,083.65

A man wearing a blue long-sleeved button-down shirt with two chest pockets, dark trousers, a wide-brimmed blue hat with a logo, and sunglasses. He is holding a clipboard in his left hand and gesturing with his right hand towards some green bushes. The background shows a field with dry grass and trees under a cloudy sky.

Our 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 landcare groups, agriculture, tourism, and local government bodies, Traditional Owners and community members.

SEQCMA has established a Community Consultative Committee to undertake ongoing community consultation and engagement to assist the Healthy Land and Water Board. The committee provides advice, guidance and advocacy support to Healthy Land and Water regarding strategic natural resource management issues.

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

Stephen Gill, Director of SEQCMA Board,
hosting a walking tour of the Coomera
River Erosion Remediation Project



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