

Annual Report

Healthy Land & Water
2025–2026

Healthy Land & Water



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Delivering measurable outcomes for nature and community

25+ years of evidence-based action in South East Queensland

For more than 25 years, Healthy Land & Water has worked at the intersection of science, partnerships, and on-ground action to improve the health and resilience of the South East Queensland (SEQ) environment. As the region's official Natural Resource Management (NRM) body, we bring together communities, Traditional Owners, landholders, industry, and government to deliver evidence-based solutions that create lasting benefits for nature and people.

This annual report reflects both the breadth of that work and the evolution of our approach. As environmental, social, and economic challenges become increasingly interconnected, our focus has expanded beyond individual projects to a deeper, more structured approach to sustainability, one that recognises the relationship between healthy ecosystems, thriving communities, and resilient economies.

Across our waterways, catchments, landscapes, and coastal environments, we continue to translate science into practical action. Through long-term monitoring, collaborative partnerships, targeted restoration, and innovative investment models, we generate measurable outcomes that improve water quality, restore habitat, strengthen biodiversity, build climate resilience, and support community wellbeing.

The case studies, results, and stories within this report demonstrate the power of evidence-informed decision-making and collective action. They showcase how trusted partnerships, backed by robust science and more than two decades of experience, are helping to create a healthier, more resilient SEQ for current and future generations.

Acknowledgement of Country

We acknowledge that the place we now live in has been nurtured by Australia's First Nations 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.

We are grateful that we are able to share this land. We express our sorrow for the price of that sharing and our hope that we can move towards a place of equity, equality, and partnership together.

Our region encompasses a number of Traditional Owner groups and First Nations peoples who share a pivotal role in Caring for Country, including: Kabi Kabi, Jinibara, Wakka Wakka, Yuggera Ugarapul, Turrbal, Jagera, Githabul, Quandamooka, Kombumerri, Ngarangwhal, Mununjali, Wangerriburra, and Danggan Balun. Further, Healthy Land & Water has working relationships with Traditional Owner groups and organisations outside of the SEQ region, including: Bigambul, Darumbal, Bidjara People, Iman People, Port Curtis Coral Coast Trust representing the Bailai, Gurang, Gooreng Gooreng, and Taribelang Bunda People.



In July 2025, First Nations artist Emma Hollingsworth (Mulganai) visited our Meanjin office as part of NAIDOC Week. Over four days, Emma live-painted this art piece while sharing stories and conversations with our team.

A year of consolidation, discipline and growth

Julie McLellan, CEO



The past 12 months have been a year of discipline, consolidation, and strengthening for Healthy Land & Water. Across the organisation, we focused on building a stronger foundation for sustainable growth by improving financial performance, enhancing governance, and increasing organisational maturity.

Through better project costing, tighter financial management, and strengthened oversight, we began to improve our financial position while maintaining our commitment to delivering evidence-based outcomes for nature and community. At the same time, we invested in the systems, processes, and reporting frameworks needed to support more effective decision-making, greater accountability, and improved visibility across the organisation.

These efforts have positioned Healthy Land & Water to enter FY27 from a position of strength. Supported by a strong pipeline of work, committed clients, and growing partnerships, we anticipate significant growth in the year ahead, with revenue and expenditure both expected to increase as we expand our impact across SEQ.

With growth comes responsibility. The key challenge for FY27 will be execution: ensuring we continue to deliver high-quality outcomes while effectively managing contracts, allocating resources, mitigating risk, and maintaining the integrity that underpins our reputation. Growth must be matched by disciplined delivery, with science, evidence, safety, quality, accountability, and impact remaining at the centre of everything we do.

To guide this next phase, we have identified four organisational priorities for FY27:

- Financial sustainability.
- Effective contract and project delivery.
- Data-driven decision making.
- Diversified revenue and partnerships.

As SEQ's official Natural Resource Management body, Healthy Land & Water has spent more than 25 years translating science into action and delivering measurable environmental, social and economic outcomes. The strengthened foundations established during FY26 provide a platform for continued growth and impact, ensuring we are well positioned to meet the opportunities and challenges ahead while creating lasting value for the region's communities, landscapes, and waterways.

Outgoing Chair Report



Stephen Robertson, Chairperson

It is my pleasure to present the Chair's Report for FY26, a year of genuine progress for Healthy Land & Water and, for me personally, the final one I will present as Chair.

Key achievements

Among the year's achievements was the success of the NRM Regions Queensland (NRMRQ) statewide election proposal, which secured a state government commitment of $117 million across Queensland. This has translated into approximately $12 million of projects for Healthy Land & Water to deliver over the next three years, supporting the Urban Rewilding, Living Landscapes, and Threatened Species Resilience programs.

We also saw growth in our partnerships team, whose success in attracting new business opportunities is increasing our own-source revenue and reducing our reliance on government grants — a strategy initiated by our CEO that is now gaining real traction. Alongside this, we strengthened our partnerships with key stakeholders including Seqwater, Unitywater, Port of Brisbane, and the Federal Government.

Personal reflection

As this will be my last AGM as Chair of Healthy Land & Water, I hope you will indulge me a few words of reflection on the past almost 10 years in this role.

It has been an absolute privilege to have served as Healthy Land & Water's Chair through its establishment, growth, and maturation into the organisation it is today. That progress owes a great deal to the support and commitment of my Board colleagues, several of whom have been with me on this journey since Healthy Land & Water's very beginning, following the merger of Healthy Waterways and SEQ Catchments.

I have also been most fortunate to have benefited from the exceptional leadership of our impressive and hardworking CEO, Julie McLellan. I take this opportunity to offer her a simple but sincere thank you. It has been a privilege to work alongside Julie since 2015, when I joined the Board of Healthy Waterways.

Looking ahead

While looking back on the past decade with pride in what we have contributed to sustaining SEQ's precious environment, the emergence of toxic algal blooms along the South Australian coastline is a timely reminder. The pressures that drove the creation of Healthy Waterways 25 years ago could well re-emerge in Moreton Bay, unless governments, utilities, industry, and the community together review and renew our efforts to address the impacts of a growing population and its ever-increasing pressures on our natural environment.

While these challenges can at times feel overwhelming, I remain both optimistic and confident that the thousands of dedicated volunteers who comprise South East Queensland Catchment Management Association (SEQCMA) will continue to stand at the forefront of our community's determination to protect what it holds dear, and what makes this region and Healthy Land & Water so unique.

Closing remarks

In closing, I would like to congratulate Trevor Evans on his appointment as the new Chair of Healthy Land & Water for FY27. Under Trevor's leadership, and with his background in environmental stewardship and advocacy over many years, I am confident I am leaving Healthy Land & Water in exceptional hands to meet the ever-present challenges of protecting this region's precious and unique environment.

Building on strong foundations to build a resilient future for the region

Trevor Evans, Chairperson



I am pleased to have been appointed as Chair of Healthy Land & Water, and look forward to working alongside the Board, CEO and staff to advance the organisation's important work across SEQ. I have been lucky enough to work alongside Healthy Land & Water in the past and have seen first-hand the positive impact that the organisation's work produces in our local communities.

Our local environment is vital to the region's liveability and economy and is one of the reasons why so many people choose to make this place their home. These increasing pressures on our environmental systems make the need for practical positive impacts greater than ever. With the 2032 Olympic and Paralympic Games quickly approaching, SEQ's environment will be on show to the world.

That's why I am excited to join Healthy Land & Water as it undertakes its next chapter of growth. We are uniquely placed to deliver the positive impact that is needed. Working with landholders, government, corporate partners, and environmental experts, we can continue to deliver outcomes that create an environment for future generations to thrive.

I would also like to acknowledge the significant contribution of outgoing Chair, Stephen Robertson. Over many years, Stephen has provided an unwavering commitment to Healthy Land & Water's mission. His dedication has helped strengthen the organisation, expand its impact, and position it for future success. On behalf of the Board, I thank Stephen for his service.

Evidence in action

FY 2025–26 at a glance



Our investment delivers measurable outputs

Over $13 million invested across South East Queensland

8,784 hectares transformed through our programs

Environmental outcomes & outputs

WATERWAY RESTORATION & FLOOD RESILIENCE

352 km of waterways restored/maintained

502 ha of wetlands and coastal areas maintained

LAND MANAGEMENT

287 ha of improved habitat for koalas

1,409 ha of weed control and maintenance

2,385 ha of grazing management and improved land practices

45,506 biological control agents released

41 ha of revegetation

3,583 ha of threat mitigation and land condition improvement

1,366 ha of Fire Management Plans completed across 9 properties

Community engagement

63 events

2,089 event attendees

Operational outputs

361 WHS site visits and monitoring activities

22 governance meetings

Science & intelligence outputs

440 sites monitored for ecosystem health

58 environmental indicators collected across the Ecosystem Health Monitoring Program

25+ years of continuous environmental monitoring

21 online maps and dashboards publicly available

Formalising our sustainability approach

In FY26 Healthy Land & Water reviewed and updated its organisation-wide Sustainability Strategy, to further embed sustainability into decision-making, project delivery, and organisational performance. As expectations continue to evolve across government, investors, industry, and communities, a structured approach to environmental, social, and economic performance is becoming increasingly important.

A significant milestone was the development of Healthy Land & Water's Sustainability Framework. For the first time, the organisation has established a formal framework that brings together our sustainability objectives under three interconnected pillars: Environment, Social and Economic.

The framework defines key focus areas across biodiversity, land and water, climate action, circular economy, community and stakeholder engagement, employment, procurement, and local economic development. It provides a foundation for more transparent reporting, stronger accountability and a clearer understanding of the outcomes generated through our work.

Environment

Biodiversity

To protect, restore and enhance terrestrial, freshwater, riparian, wetland, estuarine and marine ecosystems to improve ecological health, resilience and biodiversity outcomes.

Land and water

To sustainably manage and improve land, soil and water resources to maintain ecosystem function, enhance resilience and support long-term environmental health.

Climate action

To reduce carbon emissions, increase carbon sequestration, and strengthen climate resilience and adaptation to support thriving ecosystems, resilient communities and sustainable local economies.

Circular economy

To minimise waste and optimise the use of materials and resources by promoting reuse, recovery, recycling and sustainable consumption practices.

Social

Community and stakeholder engagement

To build trusted, inclusive and transparent relationships through effective communication, meaningful First Nations engagement, capacity building and collaborative partnerships.

Employment

To foster a diverse, equitable and inclusive workplace that supports employee wellbeing, capability development and continuous learning opportunities.

Economic

Procurement

To maximise social, environmental and economic value through responsible purchasing practices that support local businesses, First Nations enterprises and social enterprises.

Local economic development

To strengthen local economies by encouraging local investment, supporting environmental markets, and maximising positive multiplier effects within the local economy.

Healthy Land & Water's Sustainability Framework and focus areas under the Environment, Social and Economic.

Scaling environmental action through the NRM Expansion Program

— GROWTH & DELIVERY

In FY2025–26, Healthy Land & Water commenced three major environmental projects across SEQ through the Queensland Government's Natural Resource Management Expansion Program (NRMEP).

The $12.25 million investment will protect threatened species, restore waterways, landscapes, and soil health in priority catchments including Laidley Creek, and strengthen native vegetation corridors and improve biodiversity outcomes across 320 hectares of urban areas.

The three projects – Threatened Species Resilience, Living Landscapes & Resilience, and Urban Rewilding – mark a significant expansion of Healthy Land & Water's landscape-level environmental management, applying evidence-based solutions at a regional scale to build resilience across landscapes, waterways, and wildlife.

These programs will protect threatened species, restore degraded waterways and landscapes, improve soil health and flood resilience, and enhance urban biodiversity across SEQ.

The projects address priority environmental challenges by protecting threatened species such as koalas, Brush-tailed Rock-wallabies, greater gliders and Glossy Black-cockatoos; restoring degraded streambanks; reducing flood risk; improving water quality; and enhancing urban natural areas.

In priority catchments such as Laidley Creek, the program will work with landholders to restore streambanks and improve land and soil health, supporting agricultural productivity, water quality, and flood resilience. In urban areas, it will strengthen habitat corridors and install nest boxes to support wildlife in growing cities.



A greater glider resting in a nest box as part of the Urban Rewilding program.

All projects are funded by the Queensland Government's Natural Resource Management Expansion Program.





Project highlights and achievements

Threatened Species Resilience

- The project is improving habitat resilience and reducing key threats for koalas, Brush-tailed Rock wallabies, Glossy Black-cockatoos, and greater gliders.
- Threat reduction activities and improved fire management strategies will benefit 3,250 hectares of habitat adjoining Main Range National Park.

KEY ACHIEVEMENTS TO DATE INCLUDE:

15 species-specific habitat boxes + 2 watering points installed including 10 greater glider nest boxes, three Glossy Black-cockatoo nest boxes, and two Glossy Black-cockatoo nesting tubes.

18 camera traps installed across the property to support threatened species and habitat monitoring.

A property-wide fire management plan developed for the full **3,250 ha**

Threat detection surveys completed using trained scent-detection dogs and camera monitoring.

Habitat restoration works commenced, including lantana control in priority threatened species habitat.

Living Landscapes & Resilience

The project is restoring streambanks in the Laidley Creek sub-catchment and surrounding areas through invasive weed control to strengthen flood resilience and improve water quality.

RESTORE **1.25 km** of streambank

IMPROVE soil health across **400 ha**

ENHANCE land condition across **50 ha**

Urban Rewilding

The project is strengthening biodiversity and disaster resilience in urban and peri-urban areas across SEQ.

IMPROVE **140 ha** of native vegetation

INCREASE native vegetation by **180 ha**

INSTALL **70 habitat refugia** to support threatened species

KEY ACHIEVEMENTS TO DATE INCLUDE:

40 purpose-built habitat boxes developed by Comfy Creatures are being installed in the Redlands, Noosa and Gold Coast to support hollow-dependent species such as the endangered greater glider. The boxes provide artificial hollows where natural hollows have been lost and include solar-powered monitoring stations that stream live footage and record environmental data.

Opposite: Team members, Indigo Kuss-Patterson and Margie Dickson installing nest boxes as part of the Threatened Species Resilience program.

From overgrazed to thriving: How smarter infrastructure transformed a Brisbane River grazing property

— GROWTH & DELIVERY



Creating off-stream watering points for cattle to drink from created multiple benefits for the property. The new infrastructure has also made day-to-day management significantly easier.

Just 12 months ago, cattle on Carolyn and Ken Schmidt's Brisbane River property relied on the river as their primary water source, concentrating grazing pressure around the riverbank and limiting pasture recovery.

Today, cattle drink from strategically located off-stream watering points, paddocks are managed through rotational grazing, and previously overgrazed areas are showing signs of recovery.

Working with Healthy Land & Water through the Seqwater-funded Mid Brisbane Source Protection Partnership Program as well as funding through the Queensland Government's Natural Resources Recovery Program (NRRP), the Schmidts have transformed the way they manage their property – delivering benefits for pasture productivity, cattle health, and water quality in the Brisbane River.

The project delivered 3.8 kilometres of internal fencing, eight off-stream watering points, and new watering infrastructure connected to a solar pump, water tank, and water lines. Together, these works helped bring forward a five-year property management plan to just one year.

By reducing livestock access to riverbanks, the project is helping minimise erosion, sediment runoff and pathogen inputs to waterways, while supporting pasture recovery, riparian protection, and stronger drought resilience.



New fencing and water infrastructure are supporting pasture recovery and protecting waterways.

The Mid Brisbane Partnership Program is delivered in partnership with Seqwater and in collaboration with landholders in the identified critical areas.

Project highlights and achievements

8.4 km of fencing (including riparian and internal fencing)

3.8 km of stock exclusion fencing

10 off-stream watering points

4.2 ha of weed management/ revegetation

2 creek-crossings built

Brought forward a five-year property management plan to just **one year**

Connection to new watering infrastructure, including a solar pump, water tank and water lines

Stopping sediment at the source through Laidley Creek restoration

— GROWTH & DELIVERY

Almost 20,000 tonnes of sediment is being prevented from entering regional waterways on average every year following the completion of a fifth stage of creek restoration works in the Lockyer Valley by Port of Brisbane Pty Ltd (PBPL) and Healthy Land & Water.

Delivered as part of the Laidley Creek Restoration Master Plan, the works are improving local habitat and water quality while reducing erosion risks to adjoining prime agricultural land, particularly during severe weather events.

The latest stage cleared and stabilised a one-kilometre stretch of degraded creek bank before replanting hundreds of native plants sourced from a local Lockyer Valley nursery. Funding also includes extended maintenance to support plant establishment and long-term site resilience.

The project demonstrates the value of long-term investment in natural resource management, showing how sustained industry partnerships can improve water quality, strengthen biodiversity, and support more resilient agricultural land across the catchment.

Project highlights and achievements

5 restoration projects
delivered under the Laidley Creek Restoration Master Plan

1000 m
bank battering and revegetation completed

Almost
5,100 tonnes
of sediment prevented from entering the regional catchment

Valuable agricultural land protected, sediment pollution reduced, and an important SEQ waterway restored



Aerial view of Laidley Creek Stage 5.



Healthy Land & Water project team members conducting a site tour with Port of Brisbane Pty Ltd.

Guiding strategic koala habitat restoration through the SEQ ARKS Framework

— GROWTH & DELIVERY



Healthy Land & Water has delivered a step forward for koala conservation through the revised 2025 South East Queensland Areas of Regional Koala Significance (SEQ ARKS) Framework.

The mapping framework identifies and prioritises areas where restoration and assisted regeneration can deliver the greatest benefits for koalas, supporting habitat management, expansion, and improved connectivity across fragmented landscapes.

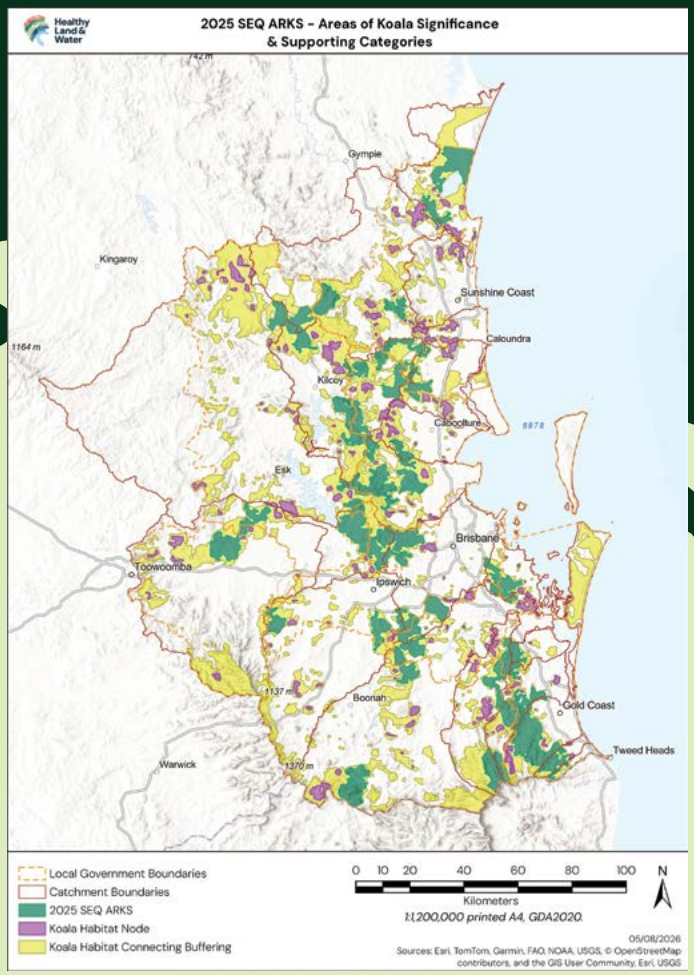
The updated mapping identified 22 Areas of Regional Koala Significance, 160 habitat nodes and 194 habitat connecting buffers across SEQ, providing an evidence-based foundation for future conservation planning and investment.

Developed using local stakeholder datasets alongside koala habitat and landscape information, the mapping creates a regional picture of where restoration and management activities are most needed to improve habitat connectivity, extent, and condition.

The ARKS approach is already helping guide practical on-ground environmental activities, including revegetation, weed management, ecological burns, fire trail works, and the removal of movement barriers across priority koala habitat areas.

By helping governments, land managers, and community groups prioritise investment where it can have the greatest impact, the framework supports long-term regional koala conservation outcomes.

This program is funded by the Queensland Government and runs in collaboration with the Department of Environment, Tourism, Science and Innovation, Local Government Authorities, Traditional Owners, and Landcare and community groups.



The revised SEQ ARKS Framework.



The updated ARKS Framework identifies where restoration and assisted regeneration works can deliver the greatest benefits for koalas. Photo: Indigo Kuss-Patterson.

Project highlights and achievements

726 ha
of weed management

22
Areas of Regional Koala Significance identified

12,295 m
of movement barriers removed

160
habitat nodes mapped

194
habitat connecting buffers mapped

26.3 ha
of ecological burns

1,200 m
of fire trail works

53.28 ha
of revegetation

Supporting Climate-Smart Agriculture through innovation and partnerships

— SUSTAINABLE AGRICULTURE









In FY26, more than 160 farmers benefited from on-farm trials, demonstration sites, workshops, and field days delivered by Healthy Land & Water through the Climate Smart Agriculture Innovation & Partnerships project.

Focused on improving soil health and grazing land condition, the project is supporting the adoption of climate-smart practices across the region while contributing to improved production and natural capital outcomes and reduced on-farm emissions.

During the year, the project delivered tangible on-ground benefits, including 207 hectares of improved pastures, 50 km of internal fencing, 230 virtual fencing collars and 56 off-stream watering points on participating properties.

These measures are helping improve the climate resilience of pastures and grazing businesses in SEQ as well as supporting producers to reduce on-farm emissions and engage with natural capital markets.

By building producers' skills and confidence, the project is helping farmers continue implementing best-practice agricultural management and strengthening resilience to climatic events.

This project is supported by the Australian Government through funding from the Climate-Smart Agriculture Program under the Natural Heritage Trust.

Image 1: Healthy Land & Water team members, Jessamy Zerner and Renee Ould attending a Field Day event.

Image 2: Cattle, Carbon & Natural Capital Bus Tour attendees inspecting pastures.

Image 3: Healthy Land & Water team members, Pat O'Connor and Bruce Lord at the Cattle, Carbon & Natural Capital Bus Tour at Brian Pastures Research Facility.

Image 4: Soil testing and hydraulic conductivity assessments at Pinelands will help inform the establishment of a multi-species pasture and ensure the site is well suited to future planting.



Attendees from the Cattle, Carbon & Natural Capital Bus Tour at Brian Pastures Research Facility near Gayndah.

Project highlights and achievements

164
producers engaged through workshops, field days, and peer-to-peer learning

207 ha
of improved pastures established

5
workshops delivered on herd genetics, multi-species pastures, soil health, livestock nutrition, and carbon project opportunities

50 km
of internal fencing installed

56
additional off-stream watering points installed

230
virtual fencing collars implemented

21
on-farm demonstration sites established

10
biodiversity monitoring sites established using camera traps and audio recorders

1
Cattle, Carbon & Natural Capital Bus Tour showcasing the different types of carbon projects and other research happening at the Brian Pastures Research Station

Fostering soil health and farm resilience

— SUSTAINABLE AGRICULTURE







Healthy Land & Water's Agricultural Soils Forum 2026 brought together 83 producers, researchers and industry professionals in Gatton to explore practical, science-backed approaches to healthier soils and more resilient farming systems. Among those attending were 44 landholders representing grazing, horticulture, dairy, and cropping enterprises, creating valuable opportunities to learn from both research and real-world experience.

The forum focused on the role healthy soils play in supporting productive, profitable, and resilient agriculture. Through presentations, demonstrations, and discussion, attendees explored soil protection and management, erosion reduction, moisture conservation, soil biology, nutrient management, and regenerative farming practices.

Practical demonstrations helped simplify the complexity of soil health, showing how management decisions influence what happens below the surface. Sessions also highlighted real-world examples of minimum tillage, controlled traffic, crop rotation, trash retention, legumes, and regenerative farming approaches that can improve both soil health and long-term farm productivity.

The forum also created space for producers, researchers and industry professionals to share experiences, ask questions and build connections across the agricultural sector. These conversations helped bridge the gap between science and practice, giving producers practical knowledge they can apply with confidence on their own properties.

The Agricultural Soils Forum 2026 was delivered by Healthy Land & Water and supported by the Australian Government through funding from the Natural Heritage Trust under the Climate-Smart Agriculture Program.

Top: Healthy Land & Water's Sustainable Agriculture Team Lead, Vanessa Smolders opening the 2026 Agricultural Soils Forum in Gatton.
Middle: Regional Soils Coordinator Cameron Leckie and soil scientist Rachel Cavallo.
Bottom: The 2026 Agricultural Soils Forum speakers and Healthy Land & Water team members.

Project highlights and achievements

More than
100 attendees
took part in the Agricultural Soils Forum 2026, including 83 producers, researchers, and industry professionals

This included
44 landholders
representing grazing, horticulture, dairy and cropping enterprises

The forum strengthened knowledge sharing and peer learning across producers, researchers and industry partners

Practical demonstrations showcased erosion and runoff processes, soil protection and root development

Supporting better pasture management across SEQ

— SUSTAINABLE AGRICULTURE

Healthy Land & Water has developed the Pastures Ute Guide to help landholders across SEQ identify key pasture species, support pasture monitoring, and make more informed grazing management decisions.

Developed by Healthy Land & Water's Sustainable Agriculture team with support from regional experts from the Department of Primary Industries Queensland, the guide provides practical field identification tips, species notes, and guidance to help distinguish valuable pasture species from similar-looking invasive weeds.

By helping landholders better understand pasture composition, land condition, and forage availability, the guide supports more sustainable stocking decisions and long-term grazing resilience.

This guide was developed with funding from the Queensland Government's Natural Resources Recovery Program.

SCAN THE QR CODE TO DOWNLOAD THE GUIDE



The Pastures Ute Guide being used in the field to identify grass species.

Project highlights and achievements

Covers
38 pasture species
including native grasses, introduced grasses, native legumes, introduced legumes, and introduced invasive weeds

Provides a practical field resource tailored to SEQ grazing systems

Supports pasture monitoring, forage budgeting, and more informed grazing management decisions.

Building fire-ready communities through science, partnerships and practical planning

– FIRE ECOLOGY & PREPAREDNESS



QFBC members at an in-person forum hosted by City of Moreton Bay.

The Queensland Fire & Biodiversity Consortium (QFBC), delivered by Healthy Land & Water, closed FY26 with more than 40 workshops delivered, over 100 property-level fire management plans supported, and a record 21 member organisations, with First Nations organisations joining for the first time.

The QFBC brings together local and state governments, agencies, utilities, First Nations organisations, researchers, land managers, and community partners to connect best practice fire science, policy, and on-ground practice. Through workshops, webinars, member forums, resources, technical support, and applied research partnerships, the program helps build the knowledge, confidence, and collaboration needed to manage fire more effectively in a changing climate.

Its impact extends from individual landholders to the broader fire management sector. Landholders are supported to understand bushfire risk, prepare their properties, protect biodiversity values, and plan practical fire management actions. Members and stakeholders benefit from trusted expertise, peer learning, research translation, and stronger sector connections.

Across all activities, the QFBC aims to move people from awareness to action – helping landholders, practitioners, and partners apply what they learn through property planning, preparedness activities, improved decision-making, and more coordinated, evidence-informed fire management across Queensland landscapes.

Workshop models and activities supported

- **Community fire information sessions** to improve awareness of bushfire risk, preparedness actions and local support pathways.
- **Backing Onto Bush workshops** to help residents living near bushland understand fire ecology, landscape health and practical risk-reduction actions.
- **Property Fire Management Planning workshops** to support landholders to identify property values, understand fire risk and develop property-level fire management plans to support bushfire mitigation, land management, and ecological outcomes.
- **How to Plan a Burn workshops** to build confidence in considering planned fire safely and appropriately, in collaboration with local Rural Fire Brigades.
- **Rural Fire Brigade and land manager sessions** to strengthen shared understanding of fire ecology, mitigation planning and local collaboration opportunities.
- **Webinars, forums and field-based learning** to connect members and stakeholders with current fire science, practical case studies and emerging priorities.
- **Resource development and follow-up support** to translate workshop learning into practical guidance, planning tools and clearer next steps.



Backing Onto Bush is just one of the workshops landholders can attend to learn about fire ecology and preparedness.

Project highlights and achievements

40+ workshops delivered

4 member forums

21 member organisations

600+ workshops participants

3 resources created or updated

9 webinars

375+ webinar attendees

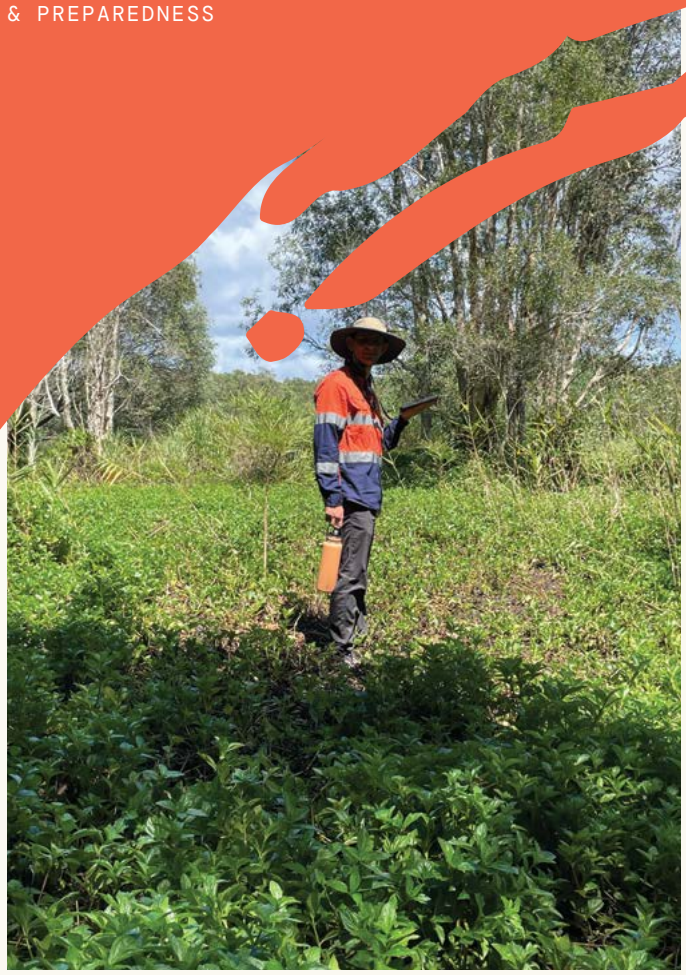
100+ property-level fire management plans supported

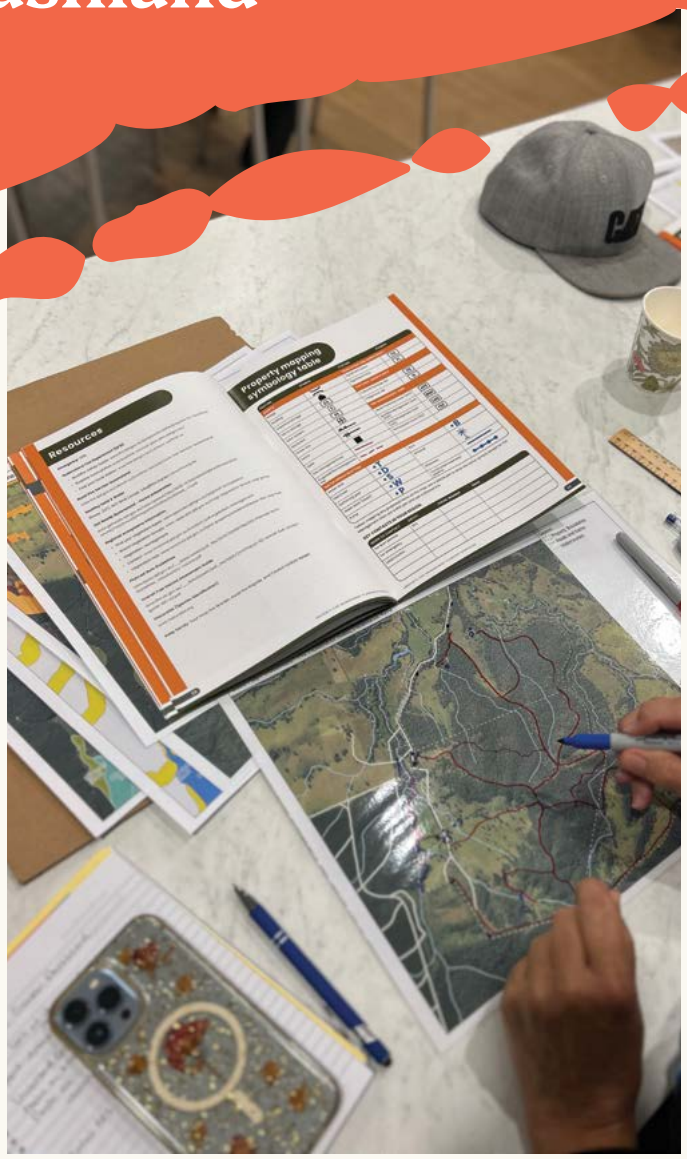
5 new member organisations incl

4 First Nations organisations

Supporting fire preparedness across Brisbane's bushland reserves

— FIRE ECOLOGY
& PREPAREDNESS





In FY26, Healthy Land & Water's Fire Ecology & Preparedness team continued to support Brisbane City Council through the Fire Preparedness Panel, delivering specialist fire planning and assessment services across Brisbane's bushland reserve network.

During the year, the team completed 501 Overall Fuel Hazard Assessments across 2,088 hectares of reserve land and reviewed or developed Fire Management Plans covering a further 1,058 hectares.

This work provided Council with up-to-date, evidence-based information to support planned burning programs, prioritise mitigation activities, and improve fire preparedness across Brisbane's reserves. By reviewing fire management zones, key assets, fire trails, vegetation communities, and recommended fire regimes, the project helped ensure fire management decisions considered both bushfire risk reduction and ecological outcomes.

The project strengthened Brisbane City Council's ability to prioritise fire management activities by providing current fuel hazard data, updated Fire Management Plans, and evidence-based recommendations to guide planned burning and reserve management programs into the future. This supports the long-term health, resilience, and ecological function of Brisbane's bushland reserves while helping protect communities and assets from bushfire risk.



Teams completing Overall Fuel Hazard Assessment Training.

Project highlights and achievements

501
Overall Fuel Hazard Assessments (OFHAs) completed across

2,088ha
of Brisbane City Council reserve land

15
Fire Management Plans reviewed or developed across 1,058 hectares of Council-managed reserves

Updated fire planning information to support Council's planned burning program, strategic fire management zones, and reserve management activities



Water by Design urban stormwater and erosion and sediment control capacity building program 2025–2026

— WATER BY DESIGN



ESC Intermediate training held with ESC practitioners.

Water by Design, an initiative of Healthy Land & Water, is improving sustainable urban water management outcomes across Queensland by building capability in urban stormwater, water sensitive urban design (WSUD) and erosion and sediment control (ESC).

In FY26, the SEQ and Great Barrier Reef programs delivered targeted training, technical resources, industry engagement and peer learning opportunities to help local governments, consultants, contractors, utilities and regional stakeholders improve practice and implementation.

Building capability across the state

The program combined online and in-person learning through webinars, workshops, field trips, site inspections, stakeholder forums and communities of practice. Training covered topics including bioretention design, WSUD asset management, ESC planning and compliance, sediment basin design, waterway works and unsealed roads.

Key outcomes included:

- Expanded access to specialist WSUD and ESC training across SEQ and regional Great Barrier Reef catchments.
- Practical, field-based learning opportunities that strengthened applied skills and implementation capability.
- Development of updated guidance materials and tools, including a digital ESC audit survey.
- Stronger cross-sector networks through communities of practice, steering committees and regional working groups.
- Increased knowledge sharing and collaboration to support long-term improvements in urban stormwater management.



Bioretention Detailed Design training held in SEQ.



Builder's Breakfast event held in Mackay.

Project highlights and achievements

40
events delivered

1,731
attendees engaged

697
organisations represented



This program shows how targeted capacity building can translate technical knowledge into practical change. By strengthening local skills, improving access to guidance and supporting peer learning across regions, Water by Design is helping embed better urban stormwater and erosion and sediment control practice where it can deliver lasting benefits for waterways, communities, and the Great Barrier Reef.

This program is brought to you by the Water by Design Urban Stormwater and Erosion and Sediment Control Capacity Building program, funded by the Queensland Government, through the Department of the Environment, Tourism, Science and Innovation.

Celebrating 25 years of science-backed environmental reporting

— SCIENCE & SUSTAINABILITY

For 25 years, the Ecosystem Health Monitoring Program (EHMP), including the SEQ Report Card and Stewardship Report, has delivered robust science, informed policy, and supported community and First Nations stewardship across the region.

SEQ's freshwater, estuarine, and marine environments have been monitored continuously over that period, helping build one of Australia's most comprehensive long-term environmental datasets.

The program's data and Report Cards have guided investment in riparian restoration, point-source upgrades, and catchment rehabilitation, while supporting environmental management and compliance under the Environmental Protection Act and the Environment Protection and Biodiversity Conservation Act.

The EHMP has supported a wide range of research and outputs, including technical reports, peer-reviewed publications, and capacity-building events. Recent examples include the spatio-temporal analysis of SEQ freshwater fish and estuarine and marine water quality trend analyses, both delivered in collaboration with the Queensland Government Department of the Environment, Tourism, Science and Innovation.

The program has built strong partnerships with government, utilities, universities, Traditional Owners, and community groups, while delivering communication products including Report Cards, the Stewardship Report, and online tools that have engaged thousands of residents through social surveys and digital platforms.

These achievements demonstrate the enduring value of the EHMP as a trusted regional partnership that turns long-term environmental science into practical insights, stronger stewardship, and better-informed decisions for SEQ.

This project is supported by the Queensland Government, Redland City Council, Logan City Council, Sunshine Coast Council, Noosa Council, Somerset Regional Council, Scenic Rim Regional Council, Lockyer Valley Regional Council, Ipswich City Council, Unitywater and Urban Utilities.

Project highlights and achievements

2,181 social survey participants
providing community insights to support long-term environmental reporting and stewardship planning

Regular engagement included:

1 Monitoring and Evaluation Steering Committee (MESC) meeting

12 Data briefing workshops

14 Executive briefing workshops

7 Science and Technical Advisory Panel meetings

These forums kept partners informed, enabled input, and helped shape program direction

Knowledge sharing and capacity building

- The EHMP delivered seven science and capacity-building events, including workshops, Report Card 2025 presentations and technical knowledge exchange.
- Online tools including the Report Card website, Interactive Map, WaterNav, SocialNav and Stewardship Mapping Tool made data and insights more accessible to partners and the public.



Scenic Rim Regional Council



Sunshine Coast Council

EHMP data briefings were held with 12 Local Government Areas, including Scenic Rim Regional Council, Sunshine Coast Council and Lockyer Valley Regional Council.



Lockyer Valley Regional Council

Using rainfall data to guide smarter restoration decisions

— SCIENCE & SUSTAINABILITY



An internally developed Rainfall Analysis & Watering Decision system is helping to support teams to assess local conditions after planting young trees.

An internally developed rainfall monitoring system is helping Healthy Land & Water teams better understand site conditions, support newly planted trees, and make restoration decisions using environmental data.

By connecting external climate and forecast data sources, including SILO and the Open-Meteo Weather Forecast API, with project needs, the system helps Healthy Land & Water teams assess local conditions after planting and understand whether young trees have enough water to establish.

Young trees rely on rainfall, evaporation, temperature, wind, and seasonal conditions to establish. Rainfall alone can give an incomplete picture: even when a site receives rain, high evaporation can still leave young trees with limited water available.

By bringing rainfall, evaporation, and forecast information into one reporting view, the system gives teams a clearer picture of site stress, likely survival risk, and whether follow-up action is needed. This supports better decisions about planting timing, site selection, maintenance planning, and stakeholder reporting.

For Healthy Land & Water, the system shows how a small internal collaboration between teams can create practical value. By connecting available external data with project needs, it gives teams a repeatable way to review site conditions and make decisions based on evidence rather than assumptions.



Walking Country together: strengthening knowledge for Glossy Black-cockatoo recovery

— FIRST NATIONS

In November 2025, Traditional Owners from the Quandamooka Yoolooburrabee Aboriginal Corporation (QYAC)—including Quandamooka Land and Sea Rangers, community rangers and the newly established female ranger team—joined Aboriginal and Torres Strait Islander rangers from Queensland Parks and Wildlife Service & Partnerships (QPWS&P), fire ecologists and researchers on Minjerribah.

The two-day workshop focused on protecting the vulnerable south-eastern Glossy Black-cockatoo (*Calyptorhynchus lathami lathami*) by bringing cultural knowledge and scientific expertise together to better understand how fire influences critical habitat and threatened species recovery.

Knowledge in the field

Rangers shared their deep knowledge of Minjerribah's fire history and Glossy Black-cockatoo behaviour. Together, participants mapped important stands of Black She-oak (*Allocasuarina littoralis*) and Forest She-oak (*Allocasuarina torulosa*)—the cockatoos' preferred feed trees—and recorded areas where the birds had previously been observed. They also explored monitoring techniques and visited sites that demonstrated how different fire regimes influence habitat, highlighting the value of cultural burning and integrated landscape management.

Building knowledge and partnerships

Despite their national threatened status, little is known about the south-eastern Glossy Black-cockatoo's habitat use or population trends. Important questions remain about how the birds move across the landscape, which trees they consistently select for feeding and nesting, and how fire, drought and habitat change affect their survival.

The insights gathered over the two days strengthen the evidence base needed to guide fire management and protect critical habitat on Minjerribah and across Quandamooka Country. The workshop also strengthened partnerships between Traditional Owners, natural resource management organisations and research institutions, laying the groundwork for long-term monitoring, future research and on-ground recovery efforts across SEQ.

The research is led by Griffith University in collaboration with the University of the Sunshine Coast and Queensland University of Technology, with support from the Queensland Government's Threatened Species Research Grant – Round 2 (Department of Environment, Tourism, Science and Innovation). Healthy Land & Water's involvement is also supported by the Queensland Government's Natural Resources Recovery Program.





Reconciliation Action Plan: Reconciliation in action

Healthy Land & Water is committed to advancing reconciliation through meaningful partnerships, shared learning, and the integration of Traditional Knowledge into environmental management. We recognise that caring for Country is strengthened when Traditional Owner knowledge, values, and aspirations are embedded alongside contemporary science and land management practices.

During FY26, we continued to implement our Innovate Reconciliation Action Plan (RAP), building on the strong foundations established through our first RAP and further embedding reconciliation across the organisation. Our focus extends beyond acknowledgement to practical actions that create opportunities for participation, strengthen relationships, and support self-determination.

Reconciliation is increasingly reflected in how we design and deliver projects. Through partnerships with Traditional Owners and First Nations organisations, we seek opportunities to incorporate cultural knowledge, protect cultural heritage values, and support environmental outcomes that benefit both Country and community. We also continue to strengthen First Nations economic participation through procurement, employment, and project delivery opportunities.

Our commitment to learning and understanding remains an important part of this journey. Cultural awareness and truth-telling activities continue to build knowledge and respect across the organisation, supporting a workplace culture where reconciliation is everyone's responsibility.

As we continue implementing our Innovate RAP, we are also building the foundations for future progression towards a Stretch RAP. This next stage of our reconciliation journey will focus on deepening partnerships, increasing accountability, and creating lasting environmental, social and economic outcomes through genuine collaboration with Aboriginal and Torres Strait Islander peoples.



First Nations engagement and reconciliation

We support First Nations' economic participation through procurement opportunities, Traditional Owner partnerships in project delivery, and cultural heritage protection across our projects.

$253,743 procurement from First Nations suppliers

Traditional Owner partnership in project design and delivery

Cultural heritage protection integrated in all field projects

First Nations representation maintained at governance and staff levels



Governance

Accountability, quality and diverse perspectives

Strong governance underpins Healthy Land & Water's ability to deliver trusted, evidence-based outcomes for nature and community. Guided by the South East Queensland Natural Resource Management Plan (SEQ NRM Plan), our governance framework supports effective oversight, responsible decision-making, and the delivery of measurable environmental, social and economic outcomes.

Quality and scientific integrity

Maintaining the confidence of our clients, partners, and communities requires robust quality systems and scientific rigour. Healthy Land & Water maintains certification to the internationally recognised ISO 9001 Quality Management System, demonstrating our commitment to continuous improvement, effective processes, and consistent delivery of high-quality services.

Our governance and technical review processes support organisational oversight, quality assurance and evidence-based decision-making. During FY26, we also commenced the establishment of an Independent Science Council to strengthen scientific oversight and data integrity across the organisation. The committee will provide independent advice on scientific priorities, methodologies, and emerging issues, helping to ensure the evidence underpinning our work remains robust, transparent and credible.

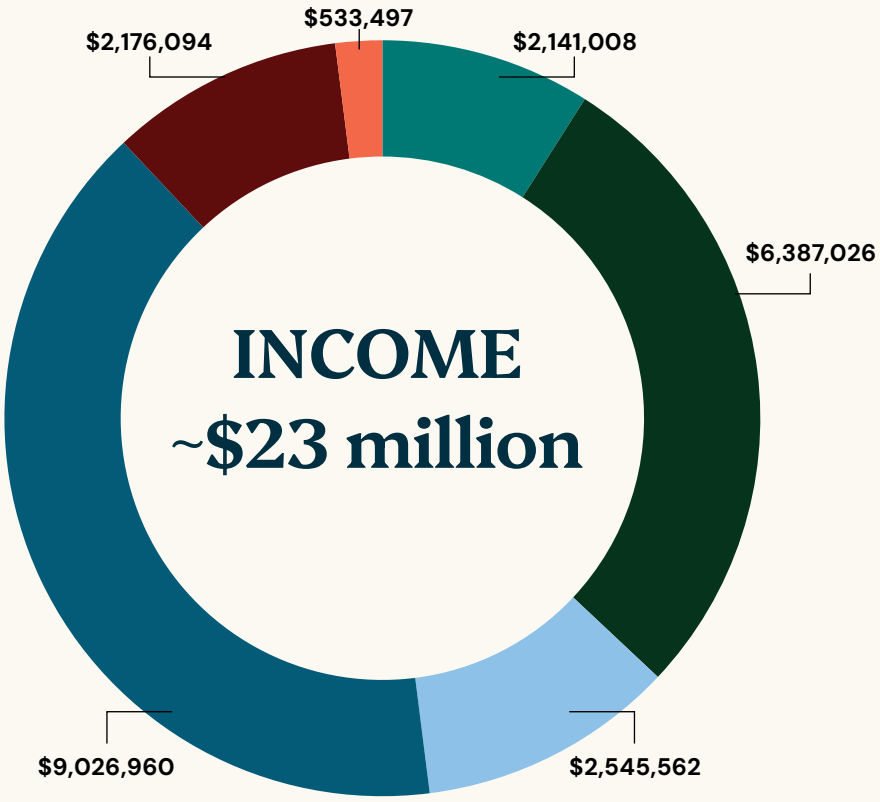
We continue to align our reporting and sustainability approach with leading frameworks, including the Global Reporting Initiative (GRI), Taskforce on Nature-related Financial Disclosures (TNFD), and Science Based Targets Initiative (SBTi), while progressing our roadmap towards ISO 45001 Occupational Health and Safety Management Systems and ISO 27001 Information Security Management Systems certification.

Diverse perspectives strengthen decision-making

Healthy Land & Water's Board brings together a diverse mix of skills, experience, and perspectives spanning environmental management, science, governance, finance, public policy, water utilities, business, and community leadership. Diversity of gender, culture, lived experience, and professional expertise strengthens decision-making and supports effective governance of complex environmental challenges.

This diversity is further enhanced through specialist committees, advisory groups and stakeholder forums that contribute regional knowledge, technical expertise and independent perspectives, helping ensure Healthy Land & Water remains accountable, responsive, and well positioned to deliver positive outcomes for SEQ.

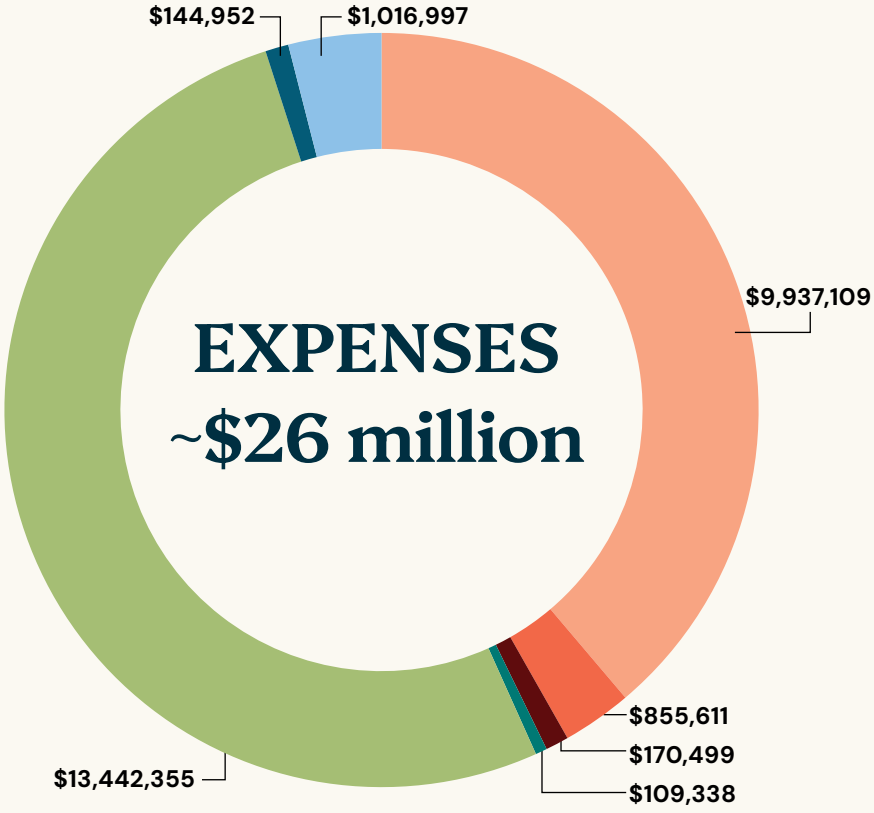
Income underpinning our activities



- Corporate funding
- Corporate utilities
- Australian Government
- Queensland Government
- Memberships
- Other revenue*

**Includes: investment revenue, donations and other revenue*

Expenses in delivering our activities



- Employee expenses
- IT
- Consultants & advisory
- Travel & accommodation
- Goods & services
- Finance costs
- Depreciation & amortisation expenses

For the full Healthy Land & Water FY26 Annual Financial Statements, visit the ACNC.





Looking ahead

Strengthening our sustainability data

Alongside an established Sustainability Framework, Healthy Land & Water is improving the systems and processes used to collect, manage and report sustainability data. This work will enable more efficient and consistent measurement of environmental, social and economic outcomes across the organisation.

Improved data collection and reporting will support our clients, partners and stakeholders in meeting their own sustainability commitments, while also strengthening our ability to align with emerging reporting frameworks and standards, such as the Taskforce on Nature-related Financial Disclosures, the Science Based Targets Initiative, and the mandatory Australian Sustainability Reporting Standards.

As part of this process, we are refining our carbon boundaries to measure direct emissions from the fuels we burn (Scope 1), indirect emissions from the electricity we purchase (Scope 2), and indirect emissions from our upstream and downstream value chain (Scope 3) to support more accurate voluntary emissions reporting in the future.

By establishing consistent metrics and indicators, we can better measure impact, identify opportunities for improvement, reduce risk, set targets, and track progress. Most importantly, it will strengthen the evidence base that demonstrates the value of our work and helps tell the stories behind our sustainability outcomes.








Thank you to our partners

Environmental outcomes are only possible through collective effort. We are grateful to the many people, organisations and communities who work alongside us to care for and protect SEQ's unique landscapes and waterways.

We extend our sincere thanks to everyone who contributes to the health and resilience of SEQ's landscapes, waterways and communities. This includes Traditional Owners, government agencies, landholders, community groups, researchers, industry partners, volunteers, project collaborators, advisory groups, and the many individuals who generously share their time, expertise and support.











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Healthy Land & Water