



BULIMBA
CREEK
CATCHMENT
COORDINATING COMMITTEE

Sustainability Report 2013-14

EDITOR'S MESSAGE

Sustainability reporting is how companies communicate their improvements and best practices in their activities to stakeholders (employees, donor, government bodies, members and community).

We are pleased to be the first catchment group in Brisbane presenting its Sustainability Report. We invite you to read this issue and give us your feedback for improving our next report.

B4C's Sustainability Report complies with GRI guidelines level C. This means that this report follows international standards to communicate its performance in economic, social and environment areas.

I hope you discover what B4C is and how you can be part of it.

Claudia Arias
Editor B4C's
Sustainability
Report 2013-
2014



ABOUT THIS REPORT

Introduction

Bulimba Creek Catchment Coordinating Committee (B4C) Sustainability Report is the first document that covers economic, social, labour and environment performance. Case studies were included to give more detail about successful activities.

The content and topics were selected in order to provide a balanced and reasonable representation of B4C sustainability performance. In addition, stakeholders and organization viewpoints were considered in the content prioritization and report design.

Reporting Principles

This report followed the G3 guidelines of the Global Reporting Initiative (GRI) in Level C.

Reporting Scope

This report covers B4C sites, including activities and performance in economic, environmental, and social areas.

Reporting Boundary

This report includes all their activities of the business in Brisbane, Australia.

Reporting Period

This report includes relevant information of B4C performance during 2013-2014 financial year; data of 2012-2013 financial year was added when the information was available.

Acknowledgements

Griffith University student, Raquel De Savio, for her work in the Biodiversity section.

CONTACT INFORMATION

Bulimba Creek Catchment
Coordinating Committee (B4C)

PO Box 5, Carina, QLD 4152

Phone: 3398 8003

Email: b4c@bulimbacreek.org.au

Website: www.bulimbacreek.org.au



Contents



1.	ABOUT OUR ORGANIZATION	
1.1.	PRESIDENT MESSAGE	4-5
1.2.	MANAGER MESSAGE	6-7
1.3.	ORGANIZATION PROFILE	8-9
1.4.	ECOSYSTEM SERVICE UNIT	10-11
2.	GOVERNANCE, COMMITMENTS AND ENGAGEMENT	
2.1.	GOVERNANCE	12
2.2.	COMMITMENTS TO EXTERNAL INITIATIVES	13-15
2.3.	STAKEHOLDERS ENGAGEMENT	16
3.	ECONOMIC PERFORMANCE	17
4.	ENVIRONMENTAL PERFORMANCE	
4.1.	MATERIALS	18
4.2.	ENERGY	19
4.3.	WATER	19
4.4.	BIODIVERSITY	20-25
5.	LABOUR PRACTICES PERFORMANCE	
5.1.	WORKFORCE	26
5.2.	OCCUPATIONAL HEALTH AND SAFETY	26
5.3.	TRAINING AND EDUCATION	27
6.	RETURNING PROFITS TO COMMUNITY PROJECTS	28-29
7.	GRI CONTENT INDEX	30-31

1. ABOUT OUR ORGANIZATION

1.1 PRESIDENT MESSAGE

Sustainability isn't just in our corporate DNA, it is our corporate DNA. B4C's vision is to create a web of green across the catchment. B4C is promoting ecological sustainability and nature conservation and wise use of our natural resources. B4C seeks to engage people and build community capacity to become actively involved in restoring natural landscapes, habitat and nature conservation values through on ground opportunities, **education and advocacy. We're seeking a future for our wildlife, water and people. B4C was formed on the basis that what we couldn't do alone as individuals and smaller groups, we could do together.**

The B4C is confronted by an economic and political system that undervalues natural systems. The results of centuries of this sort of economic activity have left the natural areas of Bulimba Creek in a degraded state. A majority of its waterways are degraded and its bushland areas are severely reduced in size and in a highly fragmented state. This business as usual approach has widespread political **support. B4C's members and allies have,** despite these challenges to sustainability, led a community campaign to slow down and in some areas reverse the damage being done to

our natural areas.

The B4C is a successful social enterprise that, in addition to environmental campaigning and restoration, is a successful business. The surplus from these business activities are being used to set up a sufficient financial resources to help fund our work forever, which is what the ongoing protection of nature requires. We conduct our enterprise in a way which is consistent with achieving our environmental, social and financial objectives. We provide a supportive, participatory and meaningful workplace for our employees and volunteers. We try in every way to minimise the ecological footprints of our activities and we participate in the active restoration of our local environment. Through our wider partnerships we seek to help, support and share knowledge with other similar groups locally, nationally and globally.

Through our Sustainability Centre, School Outreach Program, Ecosystem Service Unit, the Brisbane Catchments Network and affiliated Bushcare groups we are constantly promoting and doing things that will make our communities and society more environmentally sustainable.



Michael Petter

President Bulimba Creek Catchment
Coordinating Committee

1. ABOUT OUR ORGANIZATION

TINGALPA WETLANDS

In the Tingalpa Wetlands in the lower catchment we have encouraged the purchase and restoration of 65ha of degraded wetlands. Over 12,000 trees have been planted and over 7000 volunteer hours have been worked on the site.

A key environmental health indicator of these wetlands is our regular native bird surveys. In 1997 46 bird species were recorded on site. In 2007 the count had reached 96 species and our most recent (Dec 2008), the list had risen to 118. Three threatened flora species have been recovered on the site - long fruited water ribbon *Rulinga dasyphylla*, *Triglochin microtuberosum* (the only location that the small fruited water ribbon has been recorded in Brisbane for the last 114 years) and *Mentha diemenica* (a rare native mint) – which has been successfully propagated in B4C's nursery and 120 plants have been re-established in the local area.



Tingalpa Wetlands



The Oxbow—before rehabilitation, 2000

THE OXBOW PROJECT

The Oxbow Wetlands in 2000 was suffering from land use impacts and the disregard of natural areas within industrial precincts. The 30ha site was impacted in many ways - tidal regime blocked, dead vegetation, dumped vehicles, 4wd destruction of saltmarsh areas, illegal shooting, pollution, and dumped hazardous wastes. It was a leap of faith to try to convince others that this 30ha area could provide ecological services to us and habitat for other species. Through many hours of consultation, planning and implementation of designs, what followed was a comprehensive community/industry rehabilitation of the 30ha wetlands.

In 2014, the look is different—dead mangroves are now new mangroves up to 5m in height. The number of marine species present is now 32 species of fish and prawns. Wallaby tracks have been discovered by Griffith University researchers and birdlife has increased remarkably. All areas have been revegetated.

1. ABOUT OUR ORGANIZATION

1.2 MANAGER MESSAGE

Having developed into a social enterprise and also being a not-for-profit community group leads to varying objectives and priorities – balancing between business and the social grassroots environmental movement.

At the moment things are going our way in business with the organisation performing well. This stems from our networking and relationships and also our value-adding work outcomes. For the short term everything looks stable with mid-term objectives being to convince clients to keep employing us or renewing that contract.

For our social “green” purpose we have challenges and are tackling them by means of our experience and ability to patiently work away at issues. There are other issues we are not giving enough time to and they seem to only activate us in response, with little premeditated planning.

Our catchment-based visions are of a continuous green corridor, protection of our natural areas and nature reserves and our need to network and help others who are in need of our support. These are all at risk because of a continuing array of threatening processes, including recreation encroaching on conservation reserves, continuing urban development

being given unprecedented support politically and the traditional individualism of the organised groups in our sector who are also working for the environment.

So mid-term issues are the pressures we feel, always believing we can steady the ship for the long-term push to achieve stated goals and visions.

The things that are working for us are our new philosophy of Trust, Reliability and Relationships. This philosophy comes from dealing with our clients in business, but can easily apply to all our relationships.

If there was a single word to sum up our current **direction and strategy**, it would be “diversity”. We have to assert our differences to others to provide services that cover our key topics and do not try to follow the norm.

Business wise – **it is providing a “shared value creation” method**, of which we have a contract with a major client requiring us to devolve assistance and support to the group in the local area where the job comes up.

For labour we delve into varied sources of volunteers – agency referred, community service, retirees (for the centre mainly) and now the Green Army. For us it is “you have to be in it to win it” with these programs.



Volunteers decorating a water tank at our Sustainability Centre

1. ABOUT OUR ORGANIZATION

Social development has evolved with B4C being a major player in the Brisbane Catchments Network (BCN) and initiating programs to fit into BCN's different programs. One such program is youth mentoring and the formation of a B4C Science Unit is proving successful. Our water testing team has just undertaken tests on Black Swan Lake on the Gold Coast to support locals trying to save it from being filled in for a carpark.

B4C was at the vanguard of the Alliance that saved **part of Brisbane's Swan Lake last year**, so campaigning and defence of our environment are still at the heart of what we do, hence being in it to win it, sometimes means a fight.

Networking is the builder of relationships. New groups for every issue is not the answer for Brisbane – you must collaborate and team up when the opportunity demands it – and tackle the issue. We now network with diverse groups for specific purposes – like a campaign.

The future holds promise for us because of the above strategies or philosophies. We want to return to our strategic planning for the Catchment – fill the gaps in corridors and protect our natural areas better. We need to address new ways to support our networks and optimise our professional services, for example providing financial services to other groups or training and awareness opportunities for younger members. We also need to upgrade our equipment and empower our workforce through training and provision of opportunities to achieve different things – from rehabilitation of creeks to landscaping a new development area; from bushcare to undertaking

more research to lend credibility to future initiatives and projects.

We also need to give meaningful duties to volunteers and seek out their skills and put them to good use – people feel better when learning something and adding to their personal capacity.

The long-term goal is a strong B4C in all its different aspects and capacities – a group that is respected for what it says and does and the performance of its working unit. We want to build a stronger web of relationships across the board – whether it be with like minded Catchment groups, other organisations or clients (industry and governments). To do this we have to keep improving our knowledge and performance.

Finally, the most important of all – we have to transition to accommodate new ideas and new people in key roles, including our leadership management. Volunteers display good hearts and are mostly here to make our world a better place. If we can provide them a way to make difference, they may feel valued enough to become our future leaders.



Wayne Cameron
Bulimba Creek Catchment Coordinating
Committee Manager

1. ABOUT OUR ORGANIZATION

NEW OFFICE AT SUSTAINABILITY CENTRE

B4C recently inaugurated the New Office at the Sustainability Centre. In late 2012 building works began on the house at the Sustainability Centre. This development became B4C's main office and homebase for all of the activities developed by the organisation. The aim for this house is to represent green living and to become an icon for sustainable lifestyles. On the 14th May, 2014 the office was officially opened by the Minister of Energy and Water Supply, Marck McArdle.



B4C office construction



B4C office, February 2014

1.3 ORGANIZATION PROFILE

Bulimba Creek Catchment Coordinating Committee (B4C) is located in its Sustainability Centre in Carindale, Brisbane, Australia. As a non-profit organisation, B4C develops different services which are mainly divided into 3 sections, the Sustainability Office, the Nursery and the Ecosystems Services Unit.

In the nursery, native plants are propagated and fruits and vegetables are grown in the community garden. In the Sustainability Office, strategic planning field work of the Ecosystem Services Unit, community events and other administrative activities are organized.

The main revenues come from contracts undertaken by the Ecosystem Services Unit, which

develops an ecological sensitive rehabilitation of degraded and disturbed areas. These services are provided to private and governmental clients in the south-east Queensland region.

The engagement with the community is undertaken through education and school projects, supporting many bushcare groups when requested and by getting the community planting trees, weeding and working on waterways and bushlands.

All the services aim to benefit the local environment, including protecting some local species, such as swamp wallabies, koalas, squirrel gliders, echidnas, possums, birds and amphibians (frogs). In addition, B4C aims to promote healthy waterways, bushlands and a Moreton Bay that benefits from the



B4C's New Office at Sustainability Centre

1. ABOUT OUR ORGANIZATION

AWARDS

B4C has been recognized and awarded with Healthy **Waterways Awards 2013**. **Sheamus O'Connor** was awarded in 2013 the Water Warrior Award at the 13th annual Healthy Waterways Awards for his remarkable work at B4C and Mount Gravatt Environment Group. This award aims to raise awareness of waterways health issues and recognise those young people making the difference. In his case, Sheamus was awarded for being passionate and dedicated to improve urban waterways and bushland. Also, his involvement in National Tree Day, Clean Up Australia Day, monthly Open Days for Bulimba Creek catchment and participation at the Green Fair showed his long term commitment through actions as well as words.

The Waterway Champion in 2013 was Wayne Cameron who has also been recognised at the Healthy Waterways Awards for his beneficial

actions towards the environment. He has been working for over 20 years to protect and enhance **natural areas**. As **Bulimba Creek's catchment** manager, Wayne has been responsible for working with volunteers, community organisations, elected government representatives, government departments and funding bodies. Through these partnerships, he has involved hundreds of people in caring for our waterways and bushland areas. Wayne was one of the inaugural members of Bulimba Creek Catchment Coordinating Committee (B4C) which was formed in 1997.

In the past years, B4c also has been recognized with Arbor Day Regional Award Winner 2004, Winner of National River Prize 2005, Queensland Landcare—Urban Landcare Award 2009, , Healthy Waterways Community Award 2011, 2005, 2004 and 2003.

POWERLINK — B4C's CORPORATE SPONSOR

In the early 2000's B4C began working with Powerlink to rehabilitate areas around selected substations and powerline easements. Powerlink has been the principal stakeholder at the Oxbow, funding basic maintenance for weed controls and limited revegetation. The partnership has strengthened over the years, with committed staff in both organisations.

Powerlink is the owner of the site where our Sustainability Centre is located. In 2006, B4C began leasing at the site, initially with nursery operations. The centre has encouraged volunteers to be involved in the nursery, community food gardens, and native habitat areas, as well as with the ESU field team. The opening of our office in February 2014 has brought all B4C activities to one location, improving communication and efficiency. The support of Powerlink has enabled B4C to utilize resources for rehabilitation, revegetation and community education, rather than on rent.

B4C is very appreciative of Powerlink's commitment and look forward to working with them on future projects.



1. ABOUT OUR ORGANIZATION

1.4 ECOSYSTEMS SERVICES UNIT

Ecosystem Services Unit is our specialised environmental department that provides field work services and consultation services.

B4C's Environmental Services Unit reaches into the niche of contractual environmental works. The need is developing for contractors who can perform ecologically sensitive rehabilitation of degraded and disturbed areas or highly significant natural areas and green corridors and buffers.

The aims of B4C's Environmental Services Unit is to

perform positive rehabilitation that adds value to public amenities, landscape amenity; and enhances corridors, habitats and biodiversity. Our Environmental Services Unit aims to work off retained undisturbed areas - especially ground layers of natural vegetation - to achieve low maintenance. Retaining and recreating the identity of the sites' ecosystem will achieve sustainable outcomes for nature conservation and site maintenance.

Profits earned through our services allow us to help community environmental projects and maintenance projects where funds have finished

B4C'S ECOSYSTEM SERVICES UNIT SPECIALISED ENVIROMENTAL SERVICES	
Field Work Services	Consultation Services
<ul style="list-style-type: none">⇒ Compensation of re-vegetation of impacting developments⇒ Restoration, regeneration and revegetation of degraded and disturbed sites⇒ Waterway rehabilitation of riparian zones and bank stabilisation⇒ Creation of natural parkland areas⇒ Weed treatments⇒ Maintenance of rehabilitated areas⇒ Building or enhancement of ecological corridors⇒ Researched habitat creation	<ul style="list-style-type: none">⇒ Parkland/natural landscape assessments⇒ Environmental management implementation⇒ Flora and fauna surveys⇒ Water testing and sediments analysis (reports)⇒ Rehabilitation and vegetation management plans⇒ Catchment-based strategic plans⇒ Eco-hydrology reporting

1. ABOUT OUR ORGANIZATION

ECOSYSTEM SERVICES UNIT PORTFOLIO – MAIN PROJECTS

- * Bayside - Mookinbah—Ongoing
- * BMI Nudgee Rd, Nundah —Ongoing
- * DCS Smith St, Capalaba—3 year Project completed October 2014
- * Energex —Kidd St (Eco Fund) —Ongoing
- * Ipswich City Council (Bremer River Fund) - Bundamba Brisbane Rd Station Hill —Ongoing
- * QML - Gateway South —Ongoing
- * Queensland Urban Utilities — Bundamba —Ongoing
- * Queensland Urban Utilities — Mansfield—Ongoing
- * Queensland Urban Utilities — Minnippi Parkland & Kate St (Sandycamp Rd Offset) —Ongoing
- * Everyone's Enviromental Grant — Tingalpa— Completed November 2014
- * Landcare - Minnippi Parkland East — Completed
- * Everyone's Enviromental Grant — Oxbow South — Completed November 2014

EQUIPMENT AND VEHICLES UPGRADES

Our surplus has allowed us to upgrade some of our equipment and vehicles during 2014. These upgrades are a fundamental part of providing to our client a professional and quality service.

During 2014 we bought a 1200L water trailer, a utility to transport field team and equipment and a car for our catchment manager for site inspections and meetings with clients.

We also replaced 4 brushcutters and 4 backpack sprayers and purchased smaller tools.



2. GOVERNANCE, COMMITMENTS AND ENGAGEMENT

1.2 GOVERNANCE

B4C became an incorporated association on 22 March 1997. Under incorporation, we have a Management Committee of 4 positions – President (Michael Petter), Vice President (Kevin Masters), Secretary (Heather Barns) and Treasurer (Patrick O'Donoghue). **The Management Committee has been very stable, with the same secretary and treasurer from the beginning, with the President and Vice President positions being held by 3 people over the past 17 years.** The Management Committee invites 3 ex-officio members to attend on a regular basis - Catchment Manager (Wayne Cameron), Financial Assistant (Kay Jones) and Ecologist (Daryl Evans).

The Management Committee is responsible for setting policy and making decisions about the direction of the organisation. The Committee meets regularly to discuss the various projects that are happening, look to future opportunities, discuss the financial situation and make decisions about capital purchases (eg vehicles, building, computers) and financial management.



As a social enterprise, B4C aims to provide opportunities and resources to derive benefits to our community and to the environment.

Each month there is a Catchment Meeting, where all members are invited to participate in the ongoing organisation and contribution to projects, giving reports about their own environmental groups, mostly Habitat Brisbane bushcare groups. Members can be individuals, families, bushcare groups, or organisations such as Scouts or Lions. Volunteers at the Sustainability Centre, with the field team, with the water testing team, or from community events are non-voting members of the organisation and are welcome to come to meetings and events.

Our Catchment Manager, Wayne Cameron, is responsible for the running of the onground works team (Ecosystem Services Unit—ESU), including procuring, scoping and coordinating projects, supervising or organising staff and ensuring adequate resources are obtained to fulfil the objectives of B4C. He also coordinates catchment protection activities, such as dealing with emerging and ongoing environmental issues and threats including objections to inappropriate developments, submissions to Council to acquire land for environmental purposes and campaigns against illegal activities that are detrimental to the environment (illegal filling, development in waterway corridors, mountain bike damage).



Heather Barns—SECRETARY

Heather is a member of the committee since B4C's inception. After her first daughter's birth, Heather stopped teaching in a primary school. Since then, she has been a landcare volunteer and been dedicated to all the administrative aspects of B4C.

Heather also is the president of Whites Hill-Pine Mountain Community Group, which is a non-profit organization dedicated to looking after the natural environment, especially the Whites Hill, Pine Mountain, and Sankeys Mountain areas in the southern suburbs in Brisbane City.

2.2 COMMITMENTS TO EXTERNAL INITIATIVES

SOCIAL ENTERPRISE

As a social enterprise, B4C aims to provide opportunities and resources to derive benefits to our community and to the environment. We provide a safe and friendly atmosphere where people can be part of a team working at the Sustainability Centre in the nursery, gardens, grounds or office; or working with the ESU to learn new skills in weed management, tree planting and maintenance. Our educational program with local schools, local residents, as well as international delegations is largely unfunded, so the activities of the organisation as a whole enable us to use our own funds to engage people of all ages through hands on activities and presentations on a variety of environmental topics.

B4C also assists individuals and member groups (mostly Habitat Brisbane bushcare groups) with information, advice, administration and sponsorship for grants from government departments.



End of year thank you BBQ for volunteers, members, staff and supporters

SWAN LAKE ALLIANCE

B4C joined the Swan Lake Alliance in 2013, in response to the proposal to drain the lake at Port of Brisbane. Alliance members included Bat Conservation and Rescue, Birds Qld, RSPCA, Wildlife Preservation Society, BIRO, Norman Creek Catchment, Pelican and Seabird Rescue, Qld Conservation Council, Animal Liberation and Birdlife Southern Qld. The Alliance believed that the lake should be retained as a refuge for the many water birds that use the lake as regular habitat or when migrating. The Alliance successfully lobbied the State Government and Port of Brisbane to have the lake retained.

In 2014, Birds Qld asked the Alliance to assist another campaign at the Gold Coast where the Turf Club is proposing to drain the Black Swan Lake. B4C members, including our Science Unit, have been proactive in this campaign, assisting with professional water testing and reporting on the findings.



Port of Brisbane Swan Lake

2. GOVERNANCE, COMMITMENTS AND ENGAGEMENT

2.2 COMMITMENTS TO EXTERNAL INITIATIVES

FERAL ANIMALS

A number of feral animal species have had an adverse effect on our native wildlife and natural habitat. B4C has partnered with Brisbane Catchments Network (BCN) in recent years and have assisted with the formulation of the Biodiversity Strategy for Brisbane. One component of this Strategy addresses feral animals, focussing on the Common Myna during 2014. The Common Myna has become a major problem in other parts of Australia and the world. B4C and BCN are working with Council and are currently involving our members with researching the extent of the Myna problem in Brisbane.



Feral animal strategy's front cover



Mountain Biking illegal and dangerous jumps in the forest

MOUNTAIN BIKING

Over the past two decades, there has been an increase in the pressures on our natural reserves from the mountain biking fraternity. Research and personal observations have shown that trails created for this sport often cause major damage, through cutting down trees, digging for jumps, and excessive braking causing erosion. In our catchment there has been ongoing conflict at Reserves including Mt Gravatt, Whites Hill and Seven Hills. Our members and volunteers have made submissions to Council over many years, to have bikes excluded from our Reserves. While we understand their desire for a place to ride, we believe that these Reserves were originally set up for their conservation values and this should remain their paramount purpose. Extensive tracks and trails fragment the habitat and if left without control, will eventually degrade to having minimal natural values.

2. GOVERNANCE, COMMITMENTS AND ENGAGEMENT

PARTNERSHIPS WITH OTHER ORGANIZATIONS

BRISBANE CATCHMENT NETWORK

B4C Catchment Manager, Wayne Cameron, has been the president of the Brisbane Catchments Network (BCN) since 2012. BCN aims to bring the 12 catchment groups and affiliated organisations together to provide an opportunity for groups to share their concerns in common environmental issues and assist with formulating solutions. The Brisbane River Corridor Project is designed to have an onground presence and commitment to improve the amenity for residents as well as habitat for wildlife. Current projects are at Queensport Rocks and Colmslie Beach Reserve at Murarrie. B4C has been instrumental in organising the onground work and volunteers at these sites.

LANDCARE

B4C works with both Landcare Queensland and Landcare Australia. These organisations have grants programs that enable us to work on Council, State Government or private land, involving the community in tree planting events. Corporate groups also approach us via Landcare, to provide them with the opportunity of working on environmental projects for a day.

SEQ CATCHMENTS

SEQ Catchments is the regional natural resources management body for South East Queensland. SEQC partners with community groups, including B4C, to deliver projects that reduce erosion, repair waterways, manage pests and weeds and restore degraded habitats. SEQC assists with acquiring funding, providing training and organising workshops. B4C has been working with SEQC, in particular with the Community Partnerships Manager and SEQC Services for several years. B4C, along with other catchment groups, has had the opportunity to be involved with the preparation of the South East Queensland Natural Resource Management Plan 2009–2031, through workshops, meetings and submissions.

BRISBANE CITY COUNCIL (BCC)

BCC is the major land owner of the public lands that B4C works on, mostly along creek corridors, parklands, open space and reserves. B4C aims to protect natural areas and has successfully submitted to Council over many years to have strategic properties purchased through the BCC Bushland Acquisition Levy. We have also secured funding from various government departments, Landcare and other organisations to do on ground works to improve the habitat and connectivity. Council approvals are secured, before any work is undertaken. B4C also supports the BCC Habitat Brisbane program, providing advice, volunteers and resources as requested.

CONSERVATION VOLUNTEERS AUSTRALIA (CVA)

B4C has been working with Conservation Volunteers for several years. We have a Memorandum of Understanding, where both organisations assist each other with man power and project sites. CVA work alongside B4C supervisors on weed control, mulching, tree planting and follow up maintenance. This is particularly important on sites where B4C has a small grant, where CVA can value add by increasing the follow up weed controls that would otherwise be limited. CVA also work on sites where there is no external funding, often on sites where there was a previous grant that has since expired. The CVA teams are a combination of local residents who volunteer long-term, international visitors who are in Brisbane for a day or few weeks, and corporate groups who wish to contribute to improving the environment. B4C assists CVA by facilitating suitable sites, providing extra supervisors on some sites, and providing funding for some of the projects.

2. GOVERNANCE, COMMITMENTS AND ENGAGEMENT

2.3 STAKEHOLDER ENGAGEMENT

The Management Committee identifies and selects stakeholders with whom to engage, according to B4C purpose and goals.

Stakeholder groups engaged by B4C include: community members, clients, providers of capital or financial support, suppliers, employees and volunteers.

LIST OF STAKEHOLDERS

Government Bodies	Academia	Memberships	Clients / Sponsors
Brisbane City Council	Griffith University	Brisbane Catchments Network	Queensland Urban Utilities
Redlands City Council	Queensland University	SEQ Catchments	Powerlink QLD
Ipswich City Council		Wildlife Queensland	QLD Motorways Ltd.
Department of Agriculture, Fishery and Forestry, QLD Government		Volunteering Queensland	Energex
Department of Transport Main Roads, QLD Government			Por of Brisbane Pty Ltd.
			Reynoldsman Pty Ltd.

COMMUNICATION WITH STAKEHOLDERS

Newsletter: Four times a year, B4C produces a 4 page newsletter, that gives a summary of activities, events and issues that have occurred. Newsletters are emailed to our networks, including stakeholders, clients, academic contacts, members and volunteers. We also distribute paper copies at events, such as community or corporate planting days, school visits, Green Heart Fair, presentations to other community organisations. The contribution of funding bodies during the particular quarter is acknowledged.

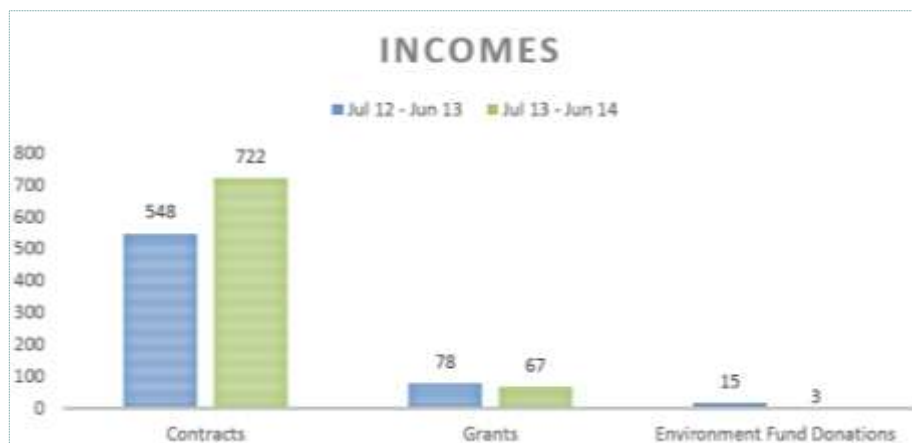
Reports: Reporting to clients, sponsors and supporters is essential for maintaining good communication about specific projects, programs, campaigns and issues. We provide comprehensive reports that include photos, descriptions, outcomes, and challenges on a regular basis and at the completion of a project.

Website: Facebook and Twitter: We believe that communication to our members, volunteers and the community is essential for us to provide information and educational opportunities. Our Communications Officer, Julie Ross, regularly updates events, issues, resources and other sections on our website and on Facebook. Many high school and university students use our website for research for assignments. We post on other sites such as SEQ Catchments, Brisbane Cathcment Network and Landcare. We assist with promoting events for other organisations that are relevant to our membership, volunteers and visitors. We have a small grant from BCC to fund communications through the website and social media. We have links to other sites that we believe our readers may be interested in.

We produce brochures, flyers, posters and other documentation to promote our activities and outcomes for a wide audience.

3. ECONOMIC PERFORMANCE

B4C funding comes from grants (federal, state, council) but primarily from contracts with a broad range of clients. During 2013-2014 financial year, the direct value generated was \$792,000 of which 91% correspond to contracts and 8% to grants.



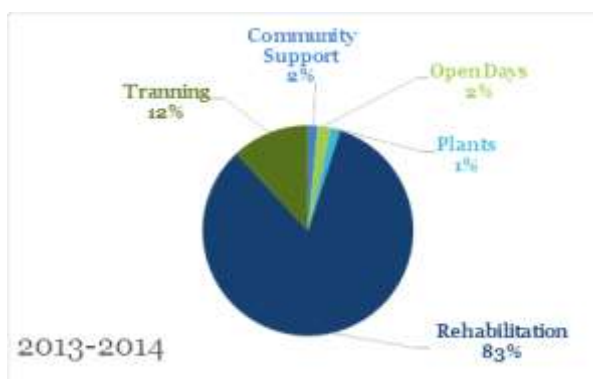
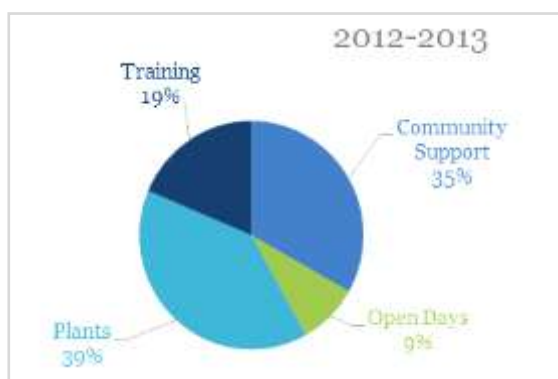
ENVIRONMENT FUND

The Bulimba Creek Environment Fund was established in 2004 to accept tax-deductible donations in support of the nature conservation, and wider community benefits provided by the B4C. The Fund enables the B4C to continue the extensive habitat protection, enhancement and rehabilitation works ensuring the health of our environment, environmental education for the community and training for members and volunteers. Each year a report on the Fund is made to the Register of Environmental Organisations.

Activities Supported by Bulimba Creek Environment Fund

- ◇ Open Days – these community workshops are held on the first Saturday of the month. People can learn about different, new and interesting activities from an expert presenter, on an environmental or sustainability theme and, at the same time, view and participate in the activities at the Sustainability Centre.
- ◇ Plant Donations – native plants to give away to schools, bushcare projects and volunteers.
- ◇ Training – support for volunteers to attend conferences, workshops and courses.
- ◇ Rehabilitation – land care and rehabilitation of bushland where funding is not available or adequate.
- ◇ Community Support to Other Organizations – assisting campaigns to protect the environment and adding community capacity.

DONATIONS AND COMMUNITY INVESTMENTS 2012-2014FY



4. ENVIRONMENTAL PERFORMANCE

4.1 MATERIALS

20,000 tubestocks approximately were planted in the financial year 2013-2014

B4C's field work involves preparation of the site, weed treatment, planting and maintenance. In the field, holes are dug with a mechanical auger and pre-watered. A native plant fertiliser tablet is added, along with the recommended quantity of an agricultural foam flake to help keep moisture in the soil. All tubestocks are pre-soaked in seaweed emulsion priority to planting. When the slope of the site is likely to erode, a coir net can be used to prevent loss of soil and subsidence. Staking and guarding is used for trees and shrubs only and entails corflute and plastic guards and bamboo or wooden stakes. The amount of materials used will depend on the site's condition.

List of materials used in the field

- * Weed treatment chemicals are used according to the Department of Agriculture, Fishery and Forestry (DAFF) and applied by accredited AC/DC staff.
- * Fertilizer – plant tablets of 10 grs.
- * Sandy loam soil.
- * Native plants - most of the plants are propagated in our community nursery.
- * Inoculated Mulch from accredited arborist.
- * Coir net made with coconut fibre.
- * Horticultural foam flake – Hydrocell to increase water and air holding ability of soil.

Field workers are planting and laying coir net in Kedron Brook



4.2 ENERGY

The electricity consumption was 4,971 kWh in 2013-2014 FY, this is approximately 14 kWh per day. This figure is less than the 17.5 kWh consumption per 3 person household in Brisbane.

The new office was designed to maximize cooling during summer and therefore reduce electricity consumption by decreasing air conditioning usage. In addition, on the roof of the office a solar hot-water system was installed.



Solar hot-water system on the office's roof

20,000 native tubestocks approximately were planted in the financial year 2013-2014

4.3 WATER



On the site are 7 tanks that have the capacity to store 102,000 litres of water. The rainwater is used on the field work and an irrigation system feeds the plants in the nursery. However, when the storage water is not enough to satisfy these demands, B4C has to buy recycled water to fill the tanks.

4. ENVIRONMENTAL PERFORMANCE

4.4 BIODIVERSITY

Brisbane in the South East Queensland region is considered one of the most biodiverse areas of Australia. In this region, particularly in the eastern and south-eastern areas, is located Bulimba Creek, which is the second largest creek catchment of Brisbane, extending from the southern suburbs of Kuraby and Runcorn to Hemmant and Murarrie in the north. Comprising a great network of creeks and major tributaries, Bulimba Creek occupies around 122 square kilometre, which is equivalent to 10% of Brisbane's area.

Surrounded by remnant forest, the Bulimba Creek Catchment has suffered with the loss of original vegetation of the past 200 years. Despite this scenario, the creek catchment still has a great diversity of flora (with about 10 per cent of the catchment containing bushland vegetation and wetlands) and fauna, which can be protected and preserved by the restoration of significant areas along the creek corridor such as bushland remnants, freshwater swamplands and significant riparian remnants.

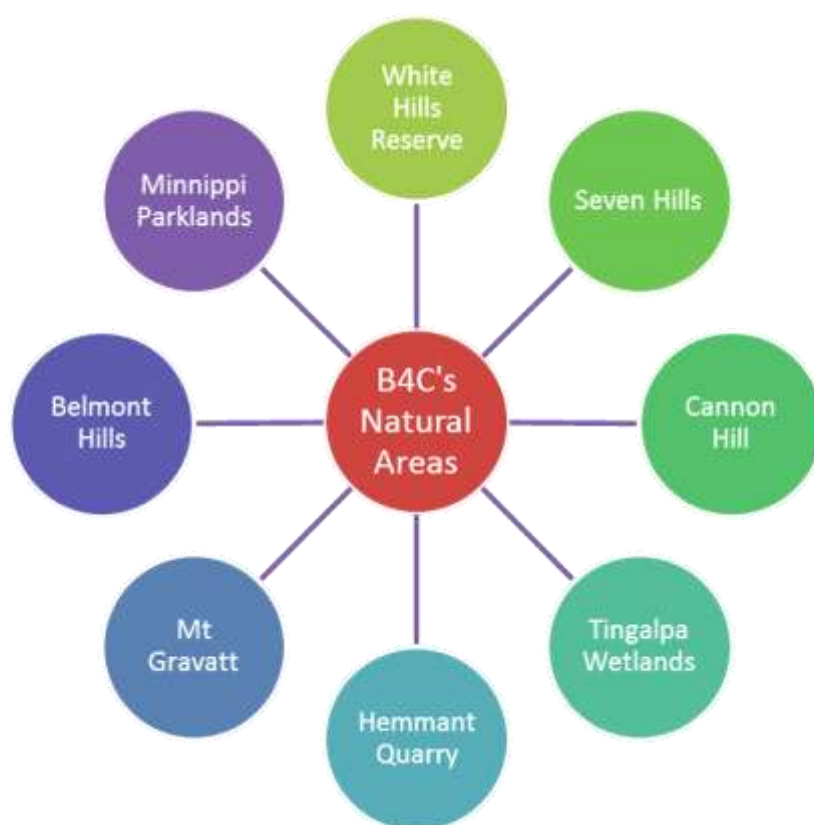


4.4 BIODIVERSITY

The rehabilitation and ecosystem maintenance provided by B4C's work in the Bulimba Creek Catchment are of fundamental importance to Australia's biodiversity. According to its research, it can take 10 years until an ecosystem is able to maintain itself and start to suppress the re-emergence of weeds. However, with B4C work, degraded waterways and bushlands are being restored and some assistance has been made to critical corridor links and habitats, ensuring their survival and improved habitats for Australia's wildlife species. In addition, B4C also provides landwatch, undertaking

actions and campaigns for the protection of the ecological integrity of natural areas, environmental corridors and the ecosystem services. As a result, around 462 ha of urban bushland have been protected and 362 ha of habitat rehabilitated for wildlife by the B4C since its establishment in 1997. Among the species benefited are swamp wallabies, koalas, echidnas, possums, birds and amphibians. This can explain how the B4C's work on Bulimba Creek is so important for Brisbane city, which has only 19% of publicly owned green space.

The plants propagated in the B4C's nursery will be aimed at revegetation areas of its wide-ranging catchment projects.



4. ENVIRONMENTAL PERFORMANCE

4.4 BIODIVERSITY

LANDCARE

The work done by B4C in sites located around the Bulimba Creek aims to rehabilitate degraded areas through the deployment of native forest species, providing recovery and protection of the soil, protection of ecosystems, and the restoration of the local landscape. In addition, the recovery of degraded areas and the maintenance provided by B4C in the area is essential for the propagation and dissemination of native species of plants and animals supported by it.

Stages of the field works of B4C



BIODIVERSITY CORRIDOR: Bayside – Mookinbah Reserve at Wakerley



B4C, in partnership with Bayside Creeks Catchment Group, is assisting in rehabilitation, revegetation and building a biodiversity corridor at Mookinbah Reserve. With a current project in a area of about 1020 square metres, Mookinbah Reserve has floodplain woodland with wetland elements, besides presenting a forest of open vegetation. However, the area has some problems such as minimal native shrubs and ground covers and a lack of diversity in the canopy species. In addition, there was a large presence of weeds on site.

Project Objectives

- To assist the volunteers of Bayside Creeks Catchment Network with specialised services.
- Control internal regenerating and proliferating weed species and diminish seedbanks. Ongoing eradication of invasive species of weeds;
- Provide ongoing conditions of "assisted natural regeneration" of native species;
- To treat and / or remove woody weeds and exotic trees.
- To assist in improving the Bayside Creeks Catchment Group capacity to successfully rehabilitate and improve the reserve.

4.4 BIODIVERSITY

FLORA AND FAUNA BENEFIT BY LANDCARE ACTIVITIES

Although the Bulimba Creek Catchment has suffered from loss of biodiversity for years, it is possible to find many different types of vegetation that comprise its ecosystem such as eucalyptus and corymbia open forest and woodland; dry rainforest; riparian waterside forest; freshwater and estuarine wetlands. In addition, within the Bulimba Creek Catchment it is possible to find a great variety of habitats, which support many different native species of fauna, providing them shelter and food to survive. For example, within the catchment **there are eight different species of bats and one of Brisbane's largest known colonies of squirrel gliders (*Petaurus norfolcensis*)**. Moreover, large natural areas, such as Belmont Hills Bushland Reserve and Whites Hill Reserve, provide food and habitats for wallabies, koalas and echidna. In Belmont Hills Bushland Reserve, there is one rare species of fish in its freshwater pools, which is *Rhadinocentrus ornatus*, otherwise known as the Ornate Rainbowfish. Bulimba Creek Catchment supports around 350 species of birds. One of these birds is the Magpie-lark, known as the peewee, which has been adopted as the logo of the Bulimba Creek Catchment Coordinating Committee. A pair of these birds live next to the B4C office.

Therefore, the rehabilitation and ecosystem maintenance provided by B4C's work in Bulimba Creek and other catchments are of fundamental importance for the protection of the ecological integrity of natural areas, environmental corridors, ecosystem services and Australia's biodiversity. As a result of its fields work, around 462 ha of urban bushland have been protected and 362 ha of habitat rehabilitated for wildlife by the B4C since its establishment in 1997.



Koala



Swamp Wallaby



Magpie-lark

BIODIVERSITY CORRIDOR: Bayside – Mookinbah Reserve at Wakerley

To date, about 1150 plants have been established to revegetate Mookinbah Reserve Project, in conjunction with Bayside Creeks Catchment Group. The main works done by our Ecosystem Services Unit at Mookinbah Reserve are:

WORK	DESCRIPTION
Project plan and scope of work's definition	Developed by surveys, advice, research and approvals.
Weed controls and treatments	Herbicide treatments and some removals of invasive plant matter from site
Preparations	Digging planting holes and consolidating holes Adding Hydrocell and plant tablets in the holes Deposition of soil on plastic mats for use at planting A preparatory day for the community planting
Establishment	Assistance for Community Plantings through to volunteer supervisor, workplace health and safety officer, and water truck and operator.
Maintenance of 12 months	Watering, weed control, etc.

4. ENVIRONMENTAL PERFORMANCE

4.4 BIODIVERSITY

NURSERY AND COMMUNITY GARDEN

The Bulimba Creek Catchment Coordinating (B4C) has planted around 20,000 Australian native seedlings per year of which about 60% are propagated in its nursery, which is part of Southside Sustainability Centre. Run completely by volunteers, B4C nursery has been developing to support the bushcare and rehabilitation of waterways, wetlands and bushlands Bulimba Creek Catchment operates in.

Seeds are locally collected and grown into plants, which later, will be aimed at revegetation areas. These areas have been degraded for years due of lack of care, urban development, tree clearing, damaging land uses and invasive weeds.

Currently, the B4C works with 337 different species of native plants, of which 40 are also consider bush foods. Seasonal variations mean that some plants that are normally stocked are not available. These plants belong to different types of ecosystems such as rainforest, eucalypt forest, freshwater wetlands, coastal heath, dunes and headlands, grasses, tidal wetlands and mountain areas. Currently, around 18,000 plants are stocked in the nursery. Within this variety of native plants, the B4C is propagating some vulnerable species like *Cupaniopsis shirleyana*, *Macadamia integrifolia* and *Acacia perangusta*, assisting in the conservation of these species.

VOLUNTEERS AT THE NURSERY

Our volunteers at the nursery propagated Australian native plants.

From left: Leigh Weakley, Therese Dalzell, Brock Templeman, Jane Seddon, Stan Nunn, Roger Ibbotson, Fiona, Rob Canty, Jessica Esposito and Len White.

Len White has been volunteering at B4C for 14 years. His work includes bushcare along the Bulimba Creek , bushcare leader, and nursery volunteer.



4.4 BIODIVERSITY

NURSERY AND COMMUNITY GARDEN

B4C has also established a community garden, which is a part of their Sustainability Centre. Besides displaying native vegetation, in the community garden can be found growing rosella, tomatoes, eggplants, passion fruit, pumpkins, squash, cucumber, papaya, pineapples, raspberry and more, depending on the season. Everything that grows in the community garden is shared between B4C's volunteers.

THREATENED PLANT SPECIES

B4C is propagating some vulnerable species such as *Cupaniopsis shirleyana*, *Macadamia integrifolia* and *Acacia peranguta*. The aim of the project is to assist in the dispersion of these species.

The plants propagating in B4C's nursery belongs to different types of ecosystems such as rainforest, eucalypt forest, freshwater wetlands, coastal heath, dunes, headlands, grasses, tidal wetlands and mountain areas.



Threatened species destroyed by illegal mountain biking during 2014



Wedge-leaf Tuckeroo— *Cupaniopsis shirleyana* is listed as a vulnerable species.

5. LABOUR PRACTICES PERFORMANCE

5.1 WORKFORCE

B4C became an incorporated association on 22 March 1997. B4C had a total of 12 paid employees in 2014, of which 4 are full time. We have volunteers to support the paid staff, in the office, field and nursery. Many volunteers have been with our organisation for over 5 years, with about 10 people coming for more than 10 years. Most of our core volunteers come two days per week.

Our paid field staff has vast experience in the environmental sector. They have qualifications in Masters in Wildlife and Vegetation Management; Bachelor of Science (Honours – Wildlife Management); Bachelor of Science (Zoology and Genetics); Diploma of Conservation and Land Management; and Diploma in Horticulture. In addition, paid staff has chemical distribution licences, White Cards and substantial ground experience.

Annually employees per category

	Full Time - paid	Part Time - paid	Volunteer - core	Volunteer - casual
Office	2	4	5	1
Field	2	4	15	45
Nursery	0	0	15	85

5.2 OCCUPATIONAL HEALTH AND SAFETY

In 2012, B4C undertook a comprehensive upgrade of our OHS policy and documentation, through a professional company. The Bulimba Creek Catchment Work Health and Safety Management System includes policy, planning, objectives, risk management, procedures, incident reporting, and safe work method statements. The overall policy is reviewed annually and if a specific item needs to be addressed, it is undertaken promptly. Before work commences on a new project, a Safe Work Method Statement is devised after site inspection, to ensure the field teams are aware of risks and methods of managing them.



VOLUNTEERS

Volunteers in the field are mostly under 25 years old, referred by employment agencies and Centrelink. They choose to come to our organisation to work in a caring team atmosphere in order to learn new skills such as plant identification, weed identification, use of small machinery, methods of weed control, methods of tree planting, and methods of maintenance, which they can use to find a paid position in the landscaping/ environmental sector. We have a few valued retired people, who work in the field on a regular basis, who have been with us for more than 10 years.

All our nursery people are volunteers. Most of the core volunteers are retired people, with most of the casual people being university students gaining experience over the short term. Some volunteers are very knowledgeable about native plants and gardening when they begin with us, but others have very little previous experience. Our regular volunteers mentor

the new people, and teach them about plants and nursery techniques. They are then able to pass on information to newer volunteers. Over the years we have been able to cater to people with disabilities, utilising the skills of our more experienced people. We hope that our caring atmosphere assists all people to grow and learn to their individual needs and capacity.

Some volunteers only come for a few weeks, but some of the older retired volunteers have been coming for more than 10 years. They enjoy the social aspect as well as the feeling that their efforts are appreciated and they can see the difference their work has made.

Over the years we have employed about 15 people who were initially volunteers. In addition, at least 20 volunteers have obtained a paid position with other organisations as a direct result of their volunteering with B4C.

Over the years we have employed about 15 people who were initially volunteers.

5.3 TRAINING AND EDUCATION

Training for employees and volunteers is generally undertaken by experienced staff. Opportunities for training via other organisations are distributed to paid staff and volunteers (eg herbicide training, plant id workshops, seminars). All new people are inducted

before they commence work, so that they are aware of the risks and safety precautions associated with the activities to be undertaken and methods of working. Supervisors receive regular updated training in first aid and workplace health and safety as required.

6. RETURNING PROFITS TO COMMUNITY PROJECTS

B4C AS SOCIAL ENTERPRISE

B4C is different from other professional contractors, in that any excess to costs we can generate, goes back into community environmental projects. It helps to have partial volunteer management and we have operated this way for a few years now.

A contract provided to our professional ESU unit is an important part of maintaining our role of community support and environmental improvements. We will keep providing these services as long as we are alive in the system. Our professional contract workers provide the capacity to generate community action and initiatives. A budget up front is necessary for any endeavour.

HEALTHY FOOD GARDENS FOR SCHOOLS

We have two schools in the Southern Gulf (Gregory Downs and Burketown) set up with garden projects and we refurbish them each year. B4C funds a person to visit the schools and do environmental workshops with the students, in conjunction with Southern Gulf Catchments and Gregory River Landcare. Many young B4C members have been provided with this unique experience in beautiful and isolated community. We also assist local Brisbane schools on request with advice and supervision for school environmental projects, such as Tingalpa State School squirrel glider corridor, which we have been asked to continue with practical support in 2014.



Building no dig gardens at Gregory Downs



Catchment Tours for local primary and high schools

WORKING WITH SCHOOLS IN BRISBANE

Catchment Tours for local high schools where students are taken for day long tours of sites on our catchment for Senior Geography and primary school human impacts on natural areas. Also working on projects within the school grounds. We are always open to requests from schools for our assistance for on-ground projects or specific environmental awareness.

COMMUNITY BUSHCARE

We support bushcare groups with planning, advice, specialised on ground services and plants from our Community Nursery.

We also support and work with Council's Habitat Brisbane program adding value and promoting its initiative.

Schools, PCYC and private acreage owners all require advice on vegetation management planning, native plants, habitat protection techniques and assistance with grant applications and implementations. We try to provide this on request.



Community bushcare planting day. Maisie Dixon Park, Eight Mile Plains.



Fish sampling and tissue DNA testing at Oxbow Wetlands, Hemmant

COMMUNITY EDUCATION

We run community days for tree planting and scientific research findings, attend fetes, classroom presentations, open days and do presentations at community organisations such as Lions, Garden Club, and Council libraries.

SUSTAINABILITY CENTRE

Developing a community nursery and permaculture gardens at a rented Powerlink site in Carindale. Weekday and weekend opportunities for volunteering and for community education, a welcoming environment to engage with volunteers to explore sustainable living and hands-on varied activities.



7. GRI CONTENT INDEX

Strategy and Analysis

- 1.1 Statement from the most senior decision maker - pages 4 and 5

Organizational Profile

- 2.1 Name of the organization- page 8
- 2.2 Primary brands, products and/or services - page 8
- 2.3 Operational structure of the organization - page 8
- 2.4 **Location of organization's headquarters** - page 8
- 2.5 Number of countries where the organization operates - page 8
- 2.6 Nature of ownership and legal form - page 8
- 2.7 Markets served by the organization - page 8
- 2.8 Scale of the reporting organization - page 8
- 2.9 Significant changes during the reporting period - page 8
- 2.10 Awards received in the reporting period - page 9

Report Parameters

- 3.1 Reporting period - page 2
- 3.2 Date of most recent previous report - page 2
- 3.3 Reporting cycle - page 2
- 3.4 Contact point for questions - page 2
- 3.5 Process for defining report content - page 2
- 3.6 Boundary of the report - page 2
- 3.7 Any specific limitations on the scope or boundary of the report - page 2
- 3.12 GRI Content Index - pages 30 and 31

Governance, Commitments and Engagement

- 4.1 Governance structure of the organization – page 12
- 4.2 Indicate whether the Chair of the highest governance body is also an Executive Officer - page 12
- 4.4 Mechanisms for shareholders and employees to provide recommendations or direction to the highest governance body - page 12
- 4.14 List of stakeholder groups engaged by the organization - page 16
- 4.15 Basis for identification and selection of stakeholders with whom to engage - page 16

10 GRI Performance Indicators

ECONOMIC PERFORMANCE

- EC1 Direct economic value generated and distribute - page 17
- EC4 Significant financial assistance received from government - page 17

ENVIRONMENTAL PERFORMANCE

- EN3 Direct energy consumption by primary energy source - page 19
- EN6 Initiatives to provide energy-efficient or renewable energy based products and services, and reductions in energy requirements as a result of these initiatives - page 19
- EN11 Location and size of land owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas - pages 20 and 21
- EN12 Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected areas - pages 20 and 21
- EN13 Habitats protected or restored - pages 22 and 23

SOCIAL PERFORMANCE

- LA1 Total workforce, including volunteers, by employment type, employment contract, and region, broken down by gender - page 26
- LA11 Programs for skills management and lifelong learning that support the continued employability of employees and assist them in managing career endings - page 27
- SO1 Nature, scope, and effectiveness of any programs and practices that assess and manage the impacts of operations on communities, including entering, operating, and exiting - page 28 and 29



OUR REPORT IS AVAILABLE AT

WWW.BULIMBACREEK.ORG.AU

CHECK OUR LATEST NEWS :



- Follow @B4CBulimbaCreek on Twitter
- www.facebook.com/BulimbaCreekCatchmentCoordinatingCommitteeb4c