



BMRG Strategic Plan 2020-2025

February 2020



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Acknowledgement to Country

The Burnett Mary Regional Group acknowledges the traditional custodians of the land and pays respect to the elders past, present and future, representing the traditional Aboriginal land throughout the Burnett Mary region.

Vision, Mission and Values

Vision

To protect and enhance the agricultural and natural environment of the Burnett Mary region for future generations.

Mission

The Burnett Mary Regional Group's mission is Natural Resource Management for the protection and enhancement of our agricultural and natural environment.

We achieve this by:

- Leading and collaborating with our valued network of partners and community that fosters an enduring culture of stewardship for the region's natural resources.
- Respecting the Traditional Owners and First Nations Peoples and protecting their lores and cultural heritage.
- Using best business and management practices and evidence-based methods to deliver practical outcomes that address regional priorities.

Values

Our values guide our decisions and actions taken to achieve our vision. We value:

- honesty
- integrity
- accountability
- respect
- passion
- commitment to excellence.

Goals

Our work in the Burnett Mary region over the next five years strives to deliver across five strategic outcome areas.

1. Engage in collaborative natural resource management that delivers regionally important outcomes underpinned by traditional and local knowledge and leading science.
2. Empower Traditional Owners and First Nations Peoples to maintain their connection to country and protect their cultural heritage.
3. Protect and build the resilience of our land and water resources to support healthy ecosystems, and productive and sustainable landscapes.
4. Build strong partnerships that promotes collaboration and shared outcomes.
5. Build a nationally respected organisation that demonstrates leadership and innovation in natural resource management.



To deliver the goals we have identified high priority objectives and strategies. Our key performance indicators will be used to assess our performance against these goals and objectives and will help drive continued improvement in the management of the regions' natural resources.

Objectives, strategies and performance indicators

1. *Engage in collaborative natural resource management that delivers regionally important outcomes underpinned by traditional and local knowledge and leading science*

Objective	Priority strategies / initiatives
Co-design a suite of interconnected natural resources planning instruments and plans of management) that document regional planning and investment priorities and identifies shared roles and responsibilities	<p>Review and update the Burnett Mary NRM Plan</p> <p>Review and update the Burnett Mary Water Quality Improvement Plan</p> <p>Actively support the implementation and continual review of the Great Sandy Strait Biosphere Plan, and regional Biosecurity Plan</p> <p>Actively influence the development of the Wide Bay Burnett Regional Plan, regional water resource planning, and other state government-led planning processes</p>
BMRG members and the community are engaged in identifying and implementing regional and local priorities	Facilitate annual community prioritisation and planning workshops across the region
An integrated and coordinated monitoring, evaluation, reporting and improvement (MERI) framework exists to support the continual improvement of the key plans of management including the Burnett Mary NRM Plan and regional WQIP	<p>Develop a whole-of-region MERI framework and program logic</p> <p>Champion the establishment of a catchment-scale (regional) Reef report card for the Burnett Mary Region that aligns with water quality improvement planning initiatives</p>
Local knowledge and expertise underpin regional NRM planning and implementation	<p>Annual regional science and knowledge exchange forum</p> <p>Support the Bundaberg Consortium / Research Ag Hub (CQU) to help deliver on regional science and knowledge priorities</p>

Key performance indicators

- 80% of regional stakeholders participate in the review and delivery of the Burnett Mary Natural Resource Management Plan (2020 – 2025).
- Regional MERI Framework is endorsed, and performance reported annually to BMRG investors and stakeholders.

2. *Empower Traditional Owners and First Nations Peoples to maintain their connection to country and protect their cultural heritage*

Objective	Priority strategies / initiatives
The role of Traditional Owners and First Nations Peoples in Land and Sea management is respected, promoted and celebrated regionally and nationally	<p>Biennial celebration and exchange of traditional ecological knowledge of all regional Traditional Owners and First Nations Peoples</p> <p>Regular joint discussions with Traditional Owner Boards and/or PBCs to build relationships based on respect and to identify opportunities for collaboration</p>
Build the financial independence of Traditional Owners for delivering NRM outcomes	<p>Transition of the Bunya Mountain Murri Rangers to Bunya Peoples Aboriginal Corporation</p> <p>Support the development of a business case/s for interpretive NRM and cultural heritage centres in the region</p>
Traditional Owners and First Nations Peoples have the capacity and support to lead the implementation of culturally significant NRM programs	<p>Lead the development and implementation (including identifying funding sources) of a training and capacity building program that encompasses a range of traditional and contemporary NRM, business planning, financial management, cultural heritage management, information management, and monitoring and evaluation skills. This Plan will identify the needs of local First Nations Peoples as well as the opportunities for Traditional Owners to build the capacity of others</p> <p>Support the ongoing recording and documenting of regional cultural heritage knowledge in a cultural appropriate manner</p> <p>Traditional Owners actively participate in the review of the regional Burnett Mary Regional Plan</p>

Key performance indicators

- Transition of the Bunya Mountain Murri Rangers to the Bunya Peoples Aboriginal Corporation
- All Burnett Mary Traditional Owner groups actively participate in the review of the regional NRM plan, future water quality improvement planning, and other associated planning processes

3. *Protect and build the resilience of our land and water resources to support healthy ecosystems, and productive and sustainable landscapes*

Objective	Priority strategies / initiatives
Build the capacity and capability of land managers to sustainably manage their land to deliver local and regional co-benefits	<p>Maintain a high level of extension and best practice implementation support with industry and government stakeholders</p> <p>Industry representatives and land managers are actively engaged in the planning and prioritisation of agreed activities</p>
Climate vulnerable areas and ecosystems are identified, and risk mitigation strategies incorporated into NRM or other relevant planning processes	<p>Maintain active advisory roles for local and regional disaster and emergency planning, drought planning and coastal hazard planning</p> <p>Identify research and development gaps and work collaboratively with a range of experts to develop risk and adaptation strategies</p> <p>Identify and facilitate solutions to priority barriers to enhanced water security for the region</p>
Promote the development of regionally appropriate fire management and burning regimes that integrates traditional burning practices	<p>Seek to influence a review of fire management practices that respects and appropriately integrates ecological knowledge and indigenous burning practices</p> <p>Include traditional fire management practices in land management plans</p>

Key performance indicators

- Resource condition targets are identified, and benchmarks set for priority landscapes and ecosystems

4. *Invest in building strong partnerships that promotes collaboration and shared outcomes*

Objective	Priority strategies / initiatives
The Outback to Reef Alliance provides the primary instrument for coordinating and financing NRM outcomes in the greater Fitzroy, Burnett Mary and Desert Channels region	Support the Outback to Reef Alliance and explore the implementation of shared corporate and other services
Local multi-stakeholder consortiums are established to lead targeted NRM initiatives in the region	Undertake annual regional forums to promote achievements and share the benefits of working collaboratively to secure new funding and developing innovative solutions to priority issues
Support local community groups in the efforts to promote and actively deliver land stewardship and catchment restoration activities	<p>Host annual community based NRM prioritisation workshops and capacity assessments to guide budget planning and sustainable funding allocations</p> <p>Explore opportunities to collaborate with the arts community to promote NRM outcomes</p>

Key performance indicators

- At least two large consortium-led projects have received co-funding and successfully demonstrated on-ground outcomes.

5. *Build a nationally respected organisation that demonstrates leadership and innovation in natural resource management*

Objective	Priority strategies / initiatives
BMRG members are connected to regional NRM issues and initiatives, and participate in prioritisation of key projects and activities	Undertake annual regional forums to promote achievements and share the benefits of working collaboratively to secure new funding and developing innovative solutions to priority issues.
Influence state and nationally relevant NRM issues and processes	<p>BMRG is represented on:</p> <ul style="list-style-type: none"> • National NRM • NRM Queensland • UNESCO Biosphere Committees (Australian and international) <p>Actively seek opportunities to meet and communicate with key elected and government officials to promote and enhance resourcing of local and regional NRM outcomes</p>
To celebrate and support the development of regional NRM champions	<p>Support and grow the youth leadership program and programs orientated at youth</p> <p>Scholarship and leadership development opportunities are available to regional champions and staff</p>
Continued diversification of funding and investment sources.	Explore and active pursue opportunities to access funding associated with carbon credits, Reef credits, Land Restoration Fund and philanthropic programs
The capacity and capability of BMRG is sufficient to deliver the strategic plan	Progressively implement priority recommendations from the Operational Performance Excellence review

Key performance indicators

- 7% of funding is sourced from novel or non-traditional funding programs
- 80% of stakeholders are satisfied with BRMG performance
- Results of the OPE organisation profile improved