



Environment
Institute of
Australia and
New Zealand

NSW Division Annual Report 2024-25



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Who we are

The Environment Institute of Australian and New Zealand (EIANZ) was formed to meet the needs of environmental practitioners. It is a non-profit, apolitical, professional association. Founded in 1987, the Institute is multi-disciplinary in membership and provides scope and opportunity for professional and academic interchanges across all sectors of the diverse environmental industry.

The Environment Institute is comprised of two Chapters - Australia and New Zealand. There are Divisions in each state and territory in Australia and New Zealand has branches in Wellington, Christchurch, Tauranga and Auckland. Each Division and the New Zealand Chapter has its own volunteer Executive Committee who is responsible for the day to day running of the Division and the organisation of local events.

Our mission, vision and values



NSW Division Committee

The Environment Institute of Australian and New Zealand NSW Divisional Committee meets monthly. As at 30 June 2025, the NSW Committee comprised:

Committee member	Position	Organisation
Kevin Roberts	President	Stantec
Zoe McLaughlin	Vice-President	bd Infrastructure
Lisa Mitchell	Treasurer	NSW Department of Planning, Housing and Infrastructure
Greg Mashall	Secretary	GHD
Jason Chan	Member	Endeavour Energy
Rebecca Goodwin	Member	Biosis
Ema Hagihara	Member	AECOM
Rhidian Harrington	Member	Bio-Conservancy Australia
Alex Iljin	Member	Sole trader
Edouard Loisanse	Member	Anderson Environment & Planning
Jamie McMahon	Member	AECOM
Andrew Morison	Member	Sole Trader
Travis Ng	Member	ADE Consulting Group
Dr. Avanish Panikkar	Member	GHD
Brendyn Williams	Member	Pentagon Management
Zoe Wood	Member	Stantec
Erran Woodward	Member	Land Air Water Environmental Management
Fiona Gainsford	Co-opted Member	Gainsford Environmental Consulting
Natalia Gomez	Co-opted Member	NSW Department of Primary Industries
Wilson Lau	Secretariat	EIANZ

Outgoing Committee Members

The NSW Division committee, on behalf of all members, wish to thank all outgoing members of the committee for their contributions to the NSW Division. It is not possible to deliver the many and varied activities without the passion and commitment of each and everyone of the committee members.

We wish them well and hopefully see them at EIANZ activities in the future.

President's Message

The NSW Divisions has continued its growth over the last 12 months.

We have again reached record numbers of membership and CEnvP registrations through the year.

We believe this success reflects our commitment to continue to offer events across 6 different regions of NSW (South Coast, Illawarra, Newcastle, Western Sydney, Sydney CBD and Armidale). We have continued our seasonal Enviro Drinks program and it remains a popular opportunity to meet with fellow professionals in a casual setting. Supported by our members in Armidale we held the 1st NW NSW enviro drinks.

In October 2024 the NSW Division hosted the EIANZ Annual Conference in Sydney. At the conference a number of our NSW members were made Fellows of the Environment Institute of Australia and New Zealand. Fellowship is awarded in recognition of the members professional standing and commitment to ethical practice over an extended period. Congratulations to all members who were made Fellows in 2024. Two of our committee members were awarded merit awards for their outstanding contribution to the institute and the environment profession. Andrew Morison, our Divisional past president, was awarded the Mary Lou Morriss Award for outstanding service to the Institute at a Divisional, Chapter, SIS or committee level. Travis Ng, a committee member and leader of our mentoring program, was awarded the Tor Hundloe Award in recognition of his outstanding contribution by a young professional EIANZ member.

Considerable advocacy work occurs by the NSW members, either contributing to national submissions or NSW specific areas of interest. The NSW Committee sits on the Department of Planning, Housing and Infrastructure's Peak Planning Bodies Forum. We also established with the Institutes offsets working group an ongoing relationship for members with the Department of Climate Change, Energy, the Environment and Water to provide advice on the implementation of the NSW offsets scheme.

Every year we run an open committee meeting and invite members to participate in shaping the events for the next year. It is clear that members are seeking a variety of events reflecting the nature of the work that we do. Support is there for both high value targeted learning events as well as more general events of broader interest. I'd like to highlight 2 events run this year. Firstly, our members organised with NPWS a field-based workshop in the Blue Mountains learning the first hand experience of NPWS Aboriginal and non-Aboriginal staff managing the heritage issues on the park estate within the Blue Mountains world heritage area. Secondly we ran a highly successful Environmental Expert course with the support of Clayton Utz and a team of environmental experts and legal practitioners. Neither of these events would have been possible without the input of members and their commitment to support the goals of EIANZ. They also require support of partners to be successful. Details of events run are provided later in the report.

We are guided by our strategic plan that we review and update each year. Supporting our committee, we are very lucky to have our Secretariat, Wilson Lau on board. Wilson is now well known across Divisional members as their point of contact for events or being the person who greets members attending events. Our success reflects Wilson's energy and commitment to the Division and the Institute.

Our committee and members also continue to support many National Events and Special Interest Sections.

Our budget is in a sound position and we look forward to assisting Central office in delivering financial reforms that deliver better outcomes for members.

I'd like to thank our Divisional committee members who volunteer to support the environment profession. Each member contributes despite busy and at times stressful professional lives.

Thank you to the many hosts and sponsors of our events throughout the year. We can only provide events with this support.

The EIANZ Central Office have provided our Division with an increasing amount of support this year. I hope members have noticed the increased activity through the many National webinars run by Central office. Background support for promotion of our events, management of registration, payment of accounts, drafting of submissions all comes from the team at Central Office.

Finally, thank you to our long standing and more recent members for your support. We appreciate your support attending and suggesting events, providing feedback, promoting our work and stepping forward to prepare a submission or coordinate an event. The Division is well set up for a successful 2025/26.

Kevin Roberts, FEIANZ
President, EIANZ NSW Division

Treasurer's Report Financial Year 2024-25

The Profit and Loss and Balance Sheet for 2024-25 (both reported on a cash basis) are provided at Appendix A.

Total income for the 2024-25 Financial Year was \$67,423 and total expenses were \$36,093, resulting in a surplus of \$31,330. Income was approximately 50 per cent higher than the 2023-24 income with a tripling of the previous year's surplus for the Division. Key factors influencing this outcome:

- A significant increase (almost doubling) of event income. While the increase is almost entirely due to the marquee biennial and always highly popular Environmental Experts event, income from other smaller events, such as the Renewable Energy in the Illawarra and the Aboriginal Cultural Heritage in the Blue Mountains, is consistent with recent years
- Roughly the same membership income despite consistently increasing membership across the year. The membership income for FY2024-25 was \$8,455, approximately \$200 less than FY2023-24.
- More than doubling in event sponsorship received (\$11,800 compared to \$4,933 in 2023-24).
- Increased chapter/division committee costs, and meeting and event costs (\$16,058 in 2024-25 compared to \$7,691 in 2023-24)
- Reduced secretariat support fees supporting event planning and delivery.

The Balance Sheet for the financial year shows a cash at bank of \$228,131.94. This is an increase of \$29,676.56 from the previous year.

Off the back of our strong financial position, the committee is considering the scope of its offerings to increase value to our members through investing in targeted professional development opportunities and values member input as to what these could be.

The NSW Division continues to hold a strong financial position thanks to the activities of the committee to provide relevant and value for money activities across sectors throughout 2024-25.

Lisa Mitchell, MEIANZ
Treasurer, EIANZ NSW Division

Membership and CEnvP Certification

Brendyn Williams, MEIANZ NSW Membership Chair

The NSW Division continued its healthy annual growth trend during the financial year ending 30 June 2025. Based on analysis of membership data provided by EIANZ Central Office, NSW Membership for FY2025 saw an increase of 16.6% to **605** active member compared to FY2024, outstripping the rise in Total Institute Membership of 13.2% to **2,511** over the same period. NSW Membership accounts for approximately 24% of the Institute's overall membership.

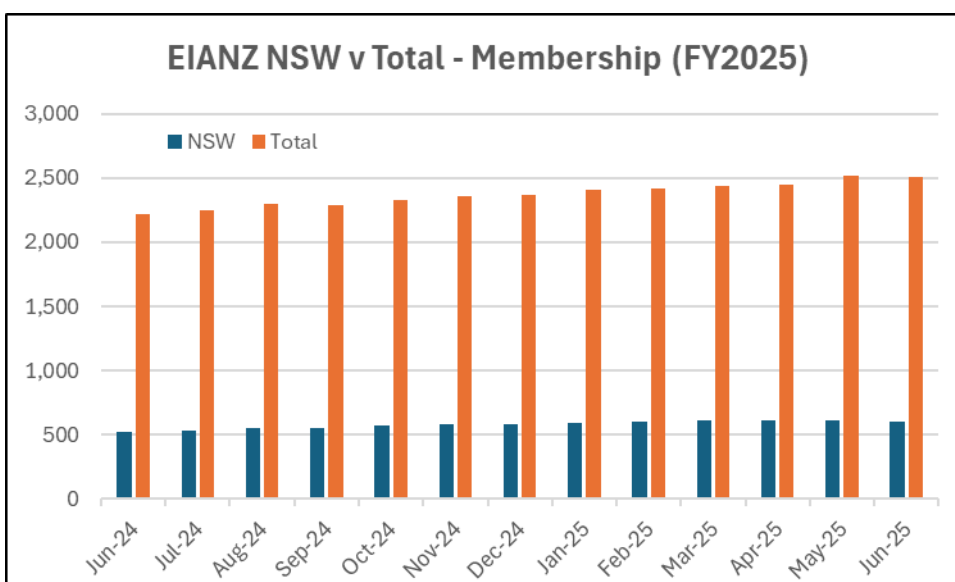
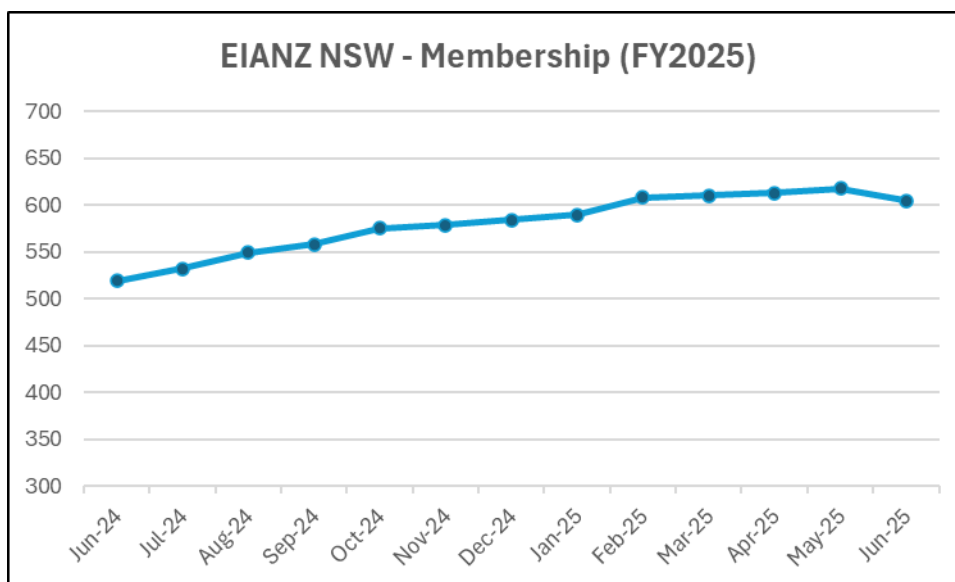
Membership Categories are defined in the 'Rules of Association 2014' (Rule 8), as supported by the By-Laws, with a summary provided here for reference;

Category (Post-Nominal)	\$AU	Description / Criteria
Honorary Life Member (HLMEIANZ)	Nil	
Honorary Fellow (FEIANZ)	Nil	
Fellow (FEIANZ)	350	Full Member for at least two (2) years, and at least five (5) years professional experience, and at least ten (10) years in a senior position of influence.
Retired Fellow	185	
Member (MEIANZ)	350	Tertiary Degree plus at least two (2) years professional experience in environmental practice, or no Qualification plus at least five (5) years experience in environmental practice.
Retired Member	185	
Associate Member	185	Graduates or Practitioners who don't yet have the years of experience required for Full Membership [Note: Associates should transition to Full Membership once required years of professional experience in environmental practice has been obtained]
Student Member	40	Full-time or Part-time tertiary-level study related to environmental practice [Note: Students should transition to Associate once Graduated]
Application	75	Entry-point for Associates and Members

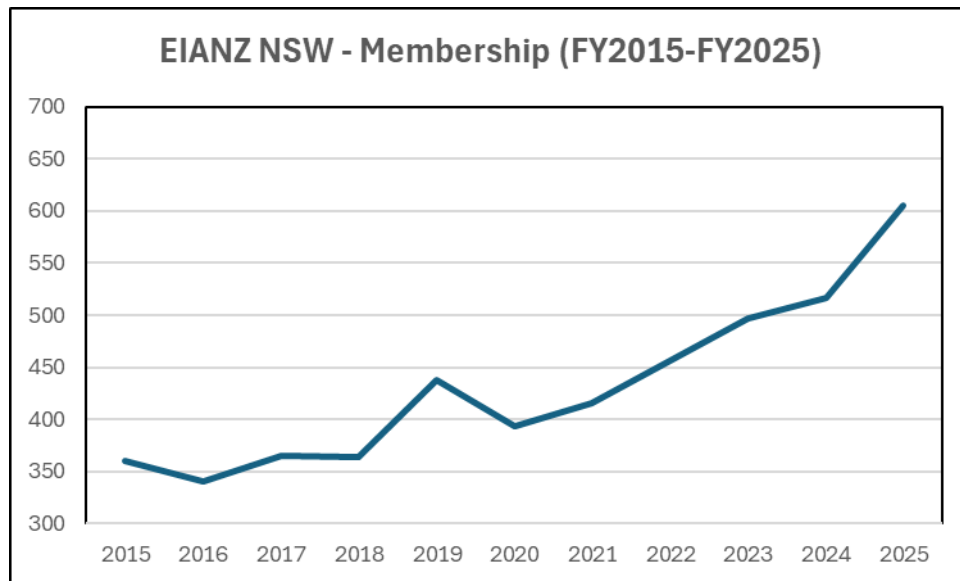
While EIANZ does not have Corporate Membership (for Organisations), Group Discounts are available for Corporate Organisations with at least 5 employees who are individual EIANZ Members.

¹ The membership status may be 'Active' (financial) and 'Expired' (non-financial). Only active members can receive the rights and benefits of membership.

The figures included below demonstrate NSW Membership at the end of each month throughout FY2025, and as compared with the Total Institute Membership.

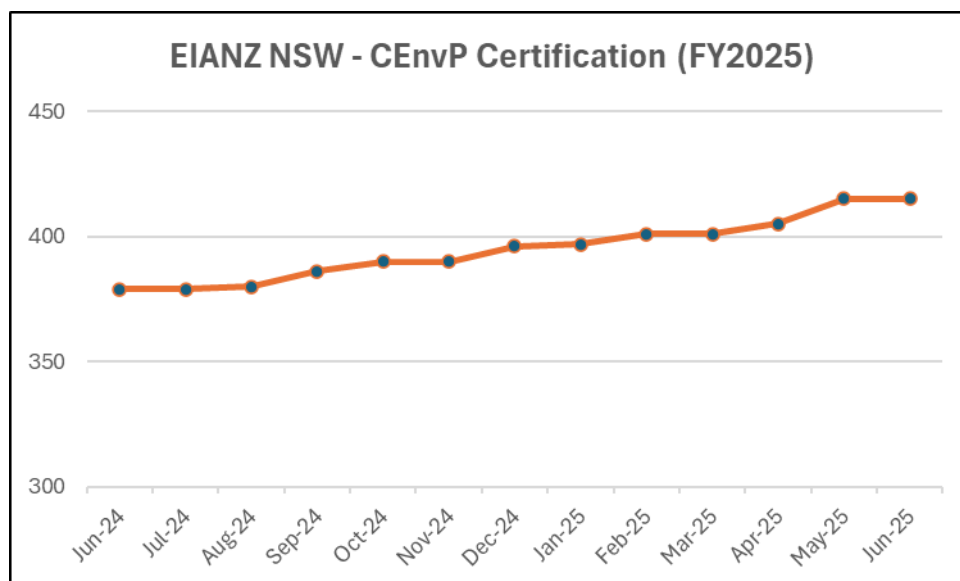


Apart from a dip during the COVID years (2020-2021), NSW Membership has continued modest gains year-on-year over the past 10 years, as demonstrated in the following figure.



Again, based on analysis of data provided by EIANZ Central Office, those based in NSW with CEnvP Certification saw an increase of 9.5% to **415** during FY2025 compared to FY2024, marginally higher than the rise in total with CEnvP Certification of 8.5% to **1,353** over the same period. Those in NSW with CEnvP Certification accounts for approximately 31% of the Institute's overall CEnvP Certification.

The figure included below demonstrates those in NSW with CEnvP Certification at the end of each month throughout FY2025.



Post-Approval Environmental Management Sub-Committee

Chair: Louise MacDonald, MEIANZ

This committee continues to have a wide coverage with members spread between the North Coast, South Coast, Sydney Metropolitan, Hunter, Central West, Southern and Northern Tablelands.

In February 2025 we held a seminar on Insights and Perspective on NSW Planning and Compliance which was run by Heidi Watters and Alex McGuirk from DPHI. They discussed key environmental compliance issues, current industry challenges, and highlighted some of DPHI's focus moving forward. This event was very popular with over 100 attendees both in person and online. We would like to thank GHD for hosting this event in Sydney.

Special thanks to Wilson Lau for his ongoing support and advice on design, promotion and delivery of the event. Our success to date has been a direct result of his input.

Since our highly successful event in February, the group is working toward the next series of events. The committee continues to focus on increasing the knowledge on the management of post approvals to create more consistent and sustainable outcomes. Meetings are held monthly, so please reach out if anyone would like to join us.

We have some changes in the Committee in the last 12 months and we would like to acknowledge all of those who have stepped forward or back for all their hard work.

Student and Early Careers Professionals and Mentoring Program

Co-Chairs: Travis Ng, MEIANZ

The NSW Division provides members who are starting out in the industry (Students and Early Career practitioners) with opportunities for mentoring and networking.

With the restructuring of the institute-wide Students and Early Careers Committee (SECC), the NSW Division SECC was reinstated after a hiatus with renewed energy as a direct result of increased engagement and outreach. The core of the Committee is made up of the following people:

Name	Employer	Role
Travis Ng	ADE Consulting	Chair
Mitchell Gertos	AECOM	Deputy Chair
Naomi Liu	Graduate	Secretary
Kimberley Dsouza	Jacobs	Technical Events
Ema Hagihara	AECOM	Committee Liaison Officer
Adam Baldock	Graduate	University Liaison Officer

We completed the 2024 EIANZ Mentoring program and are running the EIANZ mentoring program again in 2025, which involved:

- Matching an all-time record of 59 pairs (up from 31 in the previous year) pairs of mentors and mentees across NSW based on their responses to an expression of interest survey;
- Running a kick-off event in April 2025;
- Providing mentee and mentor booklets and resources for guidance;
- Providing monthly mentoring themes via email to provide suggestions for discussion topics during the mentoring sessions

A mid-program event is planned for September 2025.

The expression of interest form for the next mentoring program in 2026 will be released in late-2025. We thank everyone who has volunteered as a mentor in this program, including those who also serve as NSW committee members.

The NSW SECC continues to increase our presence at local universities, and in March 2025 we organised independent networking events strategically aligned with UNSW and UTS Orientation Weeks. This is in addition to attending careers nights at Macquarie University, UNSW, and USYD based on existing partnerships with student groups. The NSW SECC intends to run more events with student

groups in line with Term 2 to further develop these relationships and increase outreach.

Another core focus of the NSW SECC is to facilitate networking and socialising opportunities. We recognise the value of meeting peers and forming connections with like-minded people. In response, we have so far organised three 'pub social' events throughout 2025. Each time, people from a wide range of specialisations and experience levels have attended. We plan to continue providing inviting and engaging spaces like these.

Future goals for the NSW SECC include:

- Organising a diverse array of technical/ professional development events. A panel event is planned for October 2025 which would provide a better insight into the careers of experienced professionals
- Organising field trips across Sydney which focus on different topics such as ecology, contamination, Aboriginal cultural heritage, water management and more.

NSW Policy and Practice

Chair: Rhidian Harrington, MEIANZ

Over the past year, consultation and engagement opportunities were considered regularly at committee meetings. Changes to legislation and policy were reviewed, discussed and considered as to whether submissions by EIANZ (on behalf of members) were justified.

The Biodiversity Offsets Community of Practice (CoP) sits under the Ecology Special Interest Section (SIS). EIANZ through the CoP has been seeking to engage with the NSW Government concerning the biodiversity offsets scheme, working to influence policy and the scheme's evolution through the expertise of highly qualified ecological professionals. It provided comment on the following policy and held meetings with government representatives:

1. October 2024 - Submission on IPART Discussion Paper on Monitoring the NSW Biodiversity Credits Market – see <https://www.eianz.org/document/item/8050>.
2. July, December 2024 and March 2025 - the Community of Practice (CoP) met with the Department of Climate Change, Energy, the Environment and Water to get updates on, and discuss improvements to, the Biodiversity Offset Scheme.

In preparing the comments, the NSW Division sought the input and views of NSW EIANZ members, with particular focus on feedback from Accredited Assessors under the NSW Biodiversity Offsets Scheme (BOS).

EIANZ NSW will continue to attempt to engage with relevant stakeholders regarding proposed legislation, policy and guidelines. All submissions are voluntarily authored and reviewed by EIANZ member practitioners.

The NSW Division posts information on its submissions, and policies and legislation that are open for submission, in its monthly newsletter.

Engagement Activities

Social Media

We have improved our overall social media exposure. NSW Division now has 2,152 connections on LinkedIn and has created around 67 LinkedIn posts during the year. Members actively share NSW Division posts on LinkedIn, with each post receiving 549-3193 impressions (displays on screen) and 2-69 reactions.

Events

The NSW Division delivered a broad range of professional development and networking activities in 2024-25, all with the invaluable volunteer organisation from the committee and wonderful support from our host and sponsorship partners.

A special thank you to our event supporters, without whose assistance we would not be able to put on as many events.

We also need to thank the expert speakers and panel members as well as the organisers involved in each of the activities.

These engagement activities are in addition to the webinars/events that have been rolled out by Central Office and many hybrid events across Australia and New Zealand that are available to all members.

Event	Event Host/ Supporter	Event Presenters/ Organisers
Professional Environmental Practice (PEP) talks		
Renewable Energy in the Illawarra: Considerations for Impact Assessments and Approvals	Stantec, Biosis	Presenters: Jamie McMahon, Dr. Jonathan Botha, Natasha Larkin Organisers: Zoe Wood, Rebecca Goodwin, Natalia Gomez
Renewable Energy in the Illawarra: hydrogen hubs, whales, wind, Artificial Intelligence and digital aerial surveying	Stantec, HiDef Aerial Surveying	Presenters: Andrea Ahrens, Maria Gaedeke, Nigel McKinnon Organisers: Zoe Wood, Rebecca Goodwin, Natalia Gomez
Insights and Perspective on NSW Planning and Compliance: A DPHI Presentation	GHD	Presenters: Heidi Watters and Alex McGuirk Organisers: Colm Kennedy, Avanish Panikkar
Artificial Intelligence: A disruptor of our environmental industry?	NGH, Lotsearch, Envirolab Group	Presenters: Liam O'Duibhir, Vitaly Kolin, Chris Brennan-Horley Organiser: Nick Graham-Higgs
Professional Symposiums and Conferences		

Event	Event Host/ Supporter	Event Presenters/ Organisers
Environmental Experts Course	Clayton Utz	Presenters: Justice Brian Preston, Senior Commissioner Susan Dixon, Nick Thomas, Dr David Robertson, Fenja Berglund, Damon Roddis, Dr Steven Berveling, Dr Rhidian Harrington, Andrew Morison, Kevin Roberts Organisers: Nick Thomas, Andrew Morison, Rhidian Harrington, Kevin Roberts
EIANZ 2024 Annual Conference	Umwelt, GHD, Stantec, Ecosure, Atlas of Living Australia, NSW Public Works, Marsh	Technical Committee Chair: Kevin Roberts
Experiential Learning Trips		
Aboriginal Cultural Heritage in the Blue Mountains	NSW National Parks and Wildlife Service	Organiser: Michael Chilcott
Port Kembla Hydrogen Hub Tour	Port Kembla Hydrogen Hub	Presenter: Nigel McKinnon Organiser: Zoe Wood, Rebecca Goodwin, Natalia Gomez
Climate Action Week - Tree Planting Event	Greater Sydney Landcare	Organiser: Greg Marshall
Member Engagement and Networking		
AGM	AECOM	Organiser: Kevin Roberts Speaker: Kristyn Glanville, Richard Pearson, Prof Richard Mackay AM, Marcus Lincoln-Smith
Enviro Drinks – September 2024	Envirolab Group, Lotsearch	Organisers: Jamie McMahon, Travis Ng, Zoe Wood, Rebecca Goodwin, Natalia Gomez, Nick Graham-Higgs, Bec Parkes, David Bone, Leanne Cross
End of Year Celebration	Land Air Water Environmental Management, Lotsearch, Envirolab Group	Organisers: Ema Hagihara, Rebecca Goodwin
Committee kick-off dinner	N/A	Organiser: Wilson Lau, Kevin Roberts
Enviro Drinks – March 2025	Envirolab Group, Lotsearch	Organisers: Jamie McMahon, Travis Ng, Zoe Wood, Rebecca Goodwin, Natalia Gomez, Nick Graham-Higgs, Bec Parkes, David Bone, Leanne Cross

Event	Event Host/ Supporter	Event Presenters/ Organisers
Enviro Drinks – June 2025	Envirolab Group, Lotsearch, Nature Advisory	Organisers: Jamie McMahon, Travis Ng, Zoe Wood, Rebecca Goodwin, Natalia Gomez, Nick Graham-Higgs, Bec Parkes, David Bone, Leanne Cross
Open Committee Meeting	AECOM	Organiser: Brendyn Williams, Jamie McMahon, Kevin Roberts
Student and Early Careers		
Mentoring Program kick-off event	Stantec	Presenters: Yojana Chadhokar Organisers: Travis Ng, Ema Hagihara, Mitch Gertos
Young Professionals in Environment Social Event	N/A	Organisers: Travis Ng, Ema Hagihara, Mitch Gertos
Green Careers Showcase and Networking Event	UTS Sustainability Alliance of Students and Staff	Organisers: Travis Ng, Ema Hagihara, Mitch Gertos
Macquarie University: Faculty of Science and Engineering Prize Event	Macquarie University	Presenter: Erran Woodward

2024-25 EIANZ Events in Photos





Mentoring Program kick-off event



Port Kembla Hydrogen Hub Tour



Young Professionals
in the Environment Social Event



Enviro Drinks Newcastle – March 2025



Insights and Perspective on NSW Planning
and Compliance: A DPHI Presentation



Renewable Energy in the Illawarra



Green Careers Showcase
and Networking Event



Climate Action Week – Tree Planting event



Enviro Drinks Illawarra – Sep 2024



Open Committee Meeting

Thank you

Our events would not be possible without the generous support of our valued partners, sponsors and supporters. The NSW Division would like to thank our generous sponsors, reducing the overall costs of events and committee business, and to our event partners in jointly making our events a success. Thank you to:

- [AECOM](#)
- [Australian Contaminated Land Consultants Association \(ACLCA NSW\)](#)
- [Australasian Land and Groundwater Association](#)
- [Biosis](#)
- [Clayton Utz](#)
- [Envirolab Group](#)
- [GHD](#)
- [Greater Sydney Landcare](#)
- [Hunter Environmental Institute](#)
- [Land Air Water Environmental Management](#)
- [Lotsearch](#)
- [Macquarie University](#)
- [Nature Advisory](#)
- [NGH Consulting](#)
- [NSW National Parks and Wildlife Service](#)
- [Port Kembla Hydrogen Hub](#)
- [Stantec](#)
- [UTS Sustainability Alliance of Students and Staff](#)

APPENDIX A - Finance

Profit and Loss

EIANZ - NSW

For the year ended 30 June 2025

	2025	2024	2023
Trading Income			
Conference Share Income	-	3,798.95	-
Event Income	45,645.09	25,159.45	25,481.81
Interest Income	1,523.09	1,875.61	1,094.43
Membership Share Income	7,202.00	8,628.00	7,326.00
Sponsorship	11,800.00	4,933.00	2,500.00
Total Trading Income	66,170.18	44,395.01	36,402.24
Gross Profit	66,170.18	44,395.01	36,402.24
Operating Expenses			
Bank Account Fees	10.00	69.99	-
Chapter / Division Committee Costs	1,463.88	1,088.56	6,988.61
Marketing & Promotion	486.36	1,293.16	-
Meeting & Event Costs	12,563.70	6,601.54	7,724.78
Office supplies & Printing	-	-	284.02
Professional Services (Secretariat)	19,539.15	23,536.54	12,709.82
Support services - members	-	1,000.00	-
Training & Professional Development	-	127.00	-
Total Operating Expenses	34,063.09	33,716.79	27,707.23
Net Profit	32,107.09	10,678.22	8,695.01

Balance Sheet

EIANZ - NSW

As at 30 June 2025

	30 JUNE 2025	30 JUNE 2024	30 JUNE 2023
Assets			
Bank			
ANZ Business Advantage Acct 47056	228,131.94	50,555.45	46,402.98
ANZ Business Online Saver Acct 47099	-	147,899.93	146,024.32
Total Bank	228,131.94	198,455.38	192,427.30
Current Assets			
Accounts Receivable	-	1,426.00	-
Amounts owing from / (to) EIANZ Central Office	2,172.00	5,756.00	2,425.00
Total Current Assets	2,172.00	7,182.00	2,425.00
Total Assets	230,303.94	205,637.38	194,852.30
Liabilities			
Current Liabilities			
Accounts Payable	-	2,139.42	6,010.98
GST	581.97	1,047.08	1,904.65
Pre-paid income (Revenue in advance)	-	4,836.00	-
Rounding	-	-	0.01
Total Current Liabilities	581.97	8,022.50	7,915.64
Total Liabilities	581.97	8,022.50	7,915.64
Net Assets	229,721.97	197,614.88	186,936.66
Equity			
Current Year Earnings	32,107.09	10,678.22	8,695.01
Retained Earnings	197,614.88	186,936.66	178,241.65
Total Equity	229,721.97	197,614.88	186,936.66