

Annual Report

2024 - 2025



Acknowledgement of Country

Eurobodalla Shire Council recognises Aboriginal people as the original inhabitants and custodians of all land and water in the Eurobodalla and respects their enduring cultural and spiritual connection to it. Eurobodalla Shire Council acknowledges the Traditional Owners of the land in which we live. Council pays respect to Elders past, present and aspiring.

We are on Yuin Country.

Access to information

The best way to find out information about Council is to visit Council's website, read the meeting agenda papers, read the Living in Eurobodalla residents' newsletter, follow us on Facebook or Instagram, subscribe to Council News enewsletter, drop into a library in Narooma, Moruya or Batemans Bay, attend a Councillor Catch Up, or visit the Customer Service Centre in Moruya.

How to contact us

In person	Customer Service Centre Corner Vulcan and Campbell Streets, Moruya Monday to Friday, 8.30am to 4.30pm
Phone	02 4474 1000 For after-hours emergencies call 1800 755 760
Mail	PO Box 99, Moruya NSW 2537
Email	council@esc.nsw.gov.au
Web	www.esc.nsw.gov.au
Councillors	See contact details on our website

Cover image: Munjip Trail totems designed by First Nations artists and carved by Batemans Bay High students as part of this exciting government-funded project. The walking trail stretches between the headlands of Batemans Bay for 15 kilometres.

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About this report

This is Eurobodalla Shire Council's Annual Report for the financial year to 30 June 2025.

It is an important informing tool for our many stakeholders, including residents and ratepayers, community groups, businesses, our local members of parliament, other government agencies and non-government organisations.

This report provides the reader with insight into Council's efforts and achievements, governance and structures, and presents financial and operational performance information for the year.

It is prepared in accordance with the *Local Government Act 1993*, *Local Government (General) Regulation 2021*, the Office of Local Government's Integrated Planning and Reporting Guidelines and other legislation.

This year's activities were guided by the Community Strategic Plan (Our Eurobodalla 2042) and Council's Delivery Program 2022-26.

This report is divided into seven sections:

1. Welcome
2. Our Eurobodalla
3. Our performance summary
4. Our governance
5. Our people
6. Detailed performance report
7. Local government requirements

Financial statements for year ended 30 June 2025 are *Appendix 1* to this report.

Acknowledgements

Eurobodalla Shire Council would like to acknowledge all staff and photographers who have contributed to the completion of the Annual Report 2024-25.

Figures quoted in this report may be subject to minor rounding.

If you would like to provide feedback or obtain a printed copy of this report, please contact Council.

Accessibility

Every effort has been made to ensure this report is accessible and inclusive for all readers, including those using assistive technologies.

1. Welcome

Image: Munjip Trail wayfinding marker signage and interpretive elements on the new Munjip Trail was a project completed by Council's in-house design team in collaboration with First Nations artists.



Mayor's message

It's an honour to present this annual report for 2024-25. As I embark on my second term as Mayor, I want to thank the community for entrusting this new group of Councillors following their election in September 2024.

This year sees the formal adoption of our Delivery Program 2025-29, setting out Council's commitments and direction for the next four years. Grounded in extensive consultation, this program reflects community aspirations for housing affordability and diversity, liveability and connectivity between the shire's towns and villages, action on climate, and – importantly – sound financial stewardship.

Financial sustainability must remain foundational to the work of Council. During 2024-25, we completed the first stage outlined in our Finance Strategy and have now started on stage two – actively guiding us to a more resilient financial future. Council's operations must prioritise core services and ensure every dollar spent aligns with community expectations.

Our Grants Strategy is a key pillar in resourcing the organisation in a strategic and targeted way. Our advocacy on behalf of our shire is robust – pressing state and federal governments for fairer funding models, infrastructure investment, and support for policies that benefit regional communities like ours.

Major projects and strategies that are either complete or well on the way include Mogo Trails, the Wagonga Inlet Living Shoreline, the Heritage Strategy, and the Southern Water Storage facility. Coming work will focus on the Batemans Bay Masterplan and a shire-wide housing strategy, coastal protection of Council managed assets, housing infrastructure for Moruya, roundabouts at Malua Bay and Moruya, the recycled water project for Narooma, and Eurobodalla's animal shelter.

This is all, in large part, thanks to the organisation's dedicated staff and I extend my thanks to them for their ongoing hard work, professionalism and steadfast commitment to the shire and its people. As we move into the new reporting year, and on behalf of your elected Councillors, I look forward to working with you – Eurobodalla's residents and visitors – to deliver on our shared vision for a thriving shire.

Mathew Hatcher
Eurobodalla Mayor

Our advocacy on behalf of our shire is robust – pressing state and federal governments for fairer funding models ...

General Manager's message

I am proud to present Eurobodalla Council's 2024-25 Annual Report – the final report from our Delivery Program 2022-26. I joined Council as Acting General Manager in April 2025 and it is an honour to showcase the work delivered by Councillors and staff for the benefit of Eurobodalla.

A new council was elected in September 2024, bringing fresh energy and ideas with an early focus on governance and strategic planning. Financial sustainability remains a key focus, continuing a strong 'back to basics' approach to focus Council's resources on core business. This is backed by the recruitment of a new Audit, Risk and Improvement Committee and the establishment of a service review program – beginning with the Bay Pavilions and later looking to waste management and customer service.

Earlier this year, Council transitioned out of its disability and senior respite services, and aged care packages. The decision came after Council undertook an independent review of its community care services, due to significant industry changes. I acknowledge that this was a big shift for Council and the community. It is great news that all clients have successfully transitioned to new NDIS providers, and Council's community transport and individual and group social support programs continue to be delivered.

Infrastructure delivery has continued at pace. Our Pathways Strategy – soon to be reviewed – has seen 89 percent of high-priority shared paths and 54 percent of high-priority footpaths finished. Sports facilities have seen upgrades with new fields and lighting at Hanging Rock in Batemans Bay and Bill Smyth Oval at Narooma. Road safety projects include the new roundabout on George Bass Drive at Broulee, and more roundabouts to come. The shire's Road Safety Plan has been updated and endorsed by Councillors.

Council is moving forward on climate and sustainability with a new energy contract powering 78 percent of Council's facilities with renewable energy. The Waste and Resource Recovery Strategy 2025-35 has been developed and will be placed on public exhibition in August 2025. This excellent document will guide resource recovery and management for the next decade.

Council's community programs are building opportunity. The Y Drive program has seen 270 learner drivers gain important hours on the road, while Council's employment program, the Job Shop, saw 449 people participate in 17 jobs-related events.

The Batemans Bay Masterplan has seen unprecedented community engagement with ongoing consultation through online and in-person opportunities. We've seen the Heritage Strategy 2024-28 adopted, and work continues on a housing strategy for the shire.

Strategies and events supporting economic development have been a feature of this last year. The inaugural Visitor Economy Working Group began in November 2024, providing a strong voice for industry in how we promote the shire. Council facilitated or supported 41 events across the year, from small community gatherings to major festivals. Eurobodalla was also selected as one of only eight locations across NSW to host a 2024 Small Business Month Expo. The events strategy endorsed this year will see a continued focus on events that build community cohesion and create economic opportunity.

Looking ahead, I am confident the future we are building together – while not without challenges – is one of positive progress that reflects the strength and spirit of Eurobodalla's people.

Mark Ferguson
Interim General Manager
Eurobodalla Shire Council

2. Our Eurobodalla

The Eurobodalla Shire, located on Yuin Country on the far south coast of NSW, offers a highly valued coastal lifestyle, with easy access to Canberra and Sydney.

From our beaches to our bushlands, rivers and mountains, Eurobodalla is a place of inclusive communities embracing sustainable lifestyles.

People of the Yuin Nation are the first people of the region. The dhurga-speaking Aboriginal groups have lived across Eurobodalla for thousands of years and maintain their strong connections with its land and water.

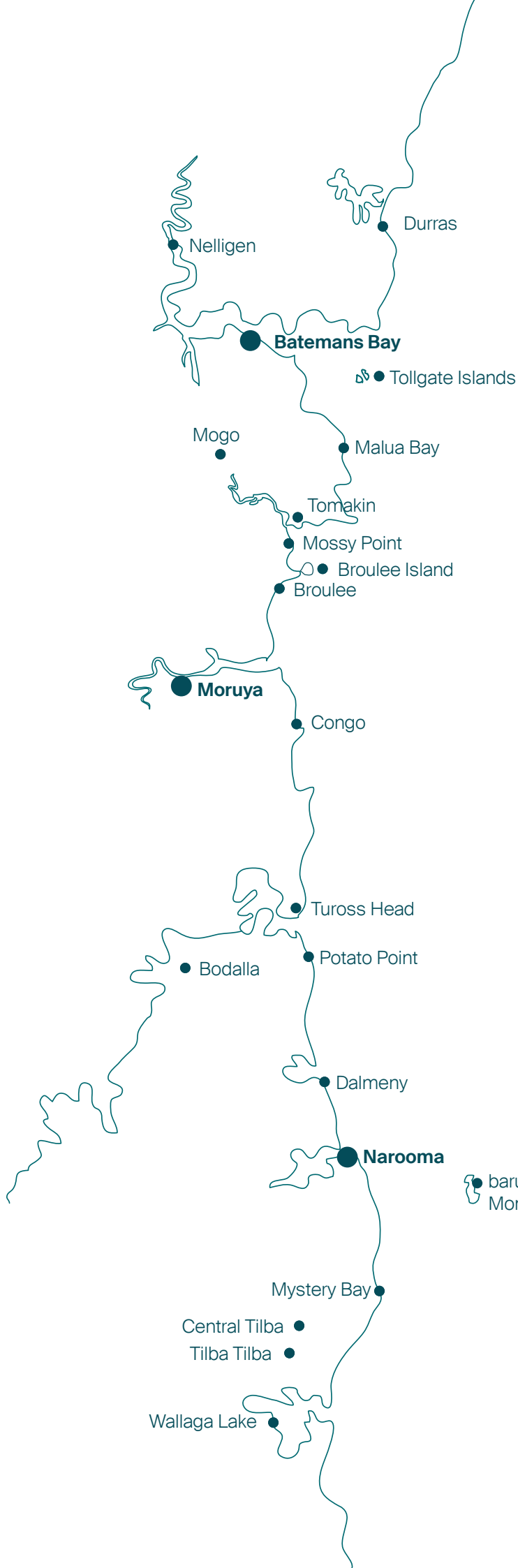
Declared Moruya Shire in 1906, E.M. Mort was elected as the first Shire President. Eurobodalla Shire was formed in 1954, but it was not until 2008 that the shire had its first popularly elected Mayor, Fergus Thomson OAM. The current Mayor is Mathew Hatcher, who was first elected in 2021 and re-elected to the role in 2024.

Located close to Canberra and Sydney, Eurobodalla offers an attractive alternative to city living with three main towns – Batemans Bay, Moruya and Narooma – and various villages spread along the shire's 143-kilometre coastline.

With 83 beaches, 10 national parks, 15 state forests, 20 lakes and four major river systems, Eurobodalla is a natural wonderland. Over three-quarters of the shire is open space.

The economy is diverse and built around its main industries of health, construction, retail, and a strong tourism sector that attracts 1.6 million visitors annually. Around 3,000 small businesses help power our economy. The current estimated population of 42,082 is expected to reach 47,083 by 2046.

People of the Yuin Nation are the first people of the region.



Located close to Canberra and Sydney, Eurobodalla offers an attractive alternative to city living

Who are we

The following snapshot is comprised from the most recent data available from Council's Community Profile tool, Profile.id.

If the Eurobodalla consisted of 100 people there would be:



6 Aboriginal and Torres Strait Islanders



8 need assistance with their day-to-day lives due to disability



14 born overseas



17 undertaking voluntary work



4 speaking languages other than English at home



31 with a household income less than \$800 per week



21 renting



73 own or mortgage a house



51 females

49 males

17 aged 0-17 years

13 aged 18-34 years

28 aged 35-59 years

42 aged 60+ years



42,082
ABS estimated population 2025



47,083
forecast 2046 population



54 years
median age



45% of people aged 15 years and over are employed



\$2.34B
gross regional product



3,310
local businesses



\$1,129
median weekly household income



Top industries of employment

1

Health care/
social assistance

2

Construction

3

Retail trade

4

Accommodation
and food services

5

Education and training

Eurobodalla – yesterday, today and tomorrow

Yesterday

The dhurga-speaking, Walbunja people of the Yuin Nation are the first people of our region, living here for over 20,000 years, forming deep connections to the land and waterways of Eurobodalla. Important landmarks like Gulaga (Mount Dromedary) and Barunguba (Montague Island) hold special cultural significance. Many place names today are derived from their Aboriginal names.

Over time, Eurobodalla's landscape and communities evolved, shaped by various influences and events. In the early 1800s, the population began to grow with the development of agriculture, timber and fishing.

Moruya Shire was formed in 1906, with E.M. Mort elected as the first Shire President. In 1954, the Eurobodalla Shire formed through the amalgamation of three existing shires: Moruya, Broulee and Bodalla. The unification aimed to streamline local government and better serve the growing needs of the region's communities. In 2008, Eurobodalla chose its first popularly elected Mayor, Fergus Thomson OAM.

Today

The Eurobodalla Shire Council, with current Mayor Mathew Hatcher at the helm, takes on the role of managing local government functions along 143 kilometres of the New South Wales south coast, stretching from South Durras to Wallaga Lake. A significant portion of the land is non-rateable crown land. Specifically, over three-quarters of the land area comprises of 10 national parks and 15 state forests, making it an appealing place to live and visit due to its expansive natural beauty and abundant recreational opportunities. One unique aspect of Eurobodalla is that around a third of ratepayers are non-residents, with the majority coming from Canberra.

Over the years, the Council has played a crucial role in the region's development, overseeing infrastructure projects, community services, and environmental conservation efforts. The Council's history reflects the broader changes in the region, adapting to the evolving needs of its residents and the natural environment.



Image: Bergalia Dairy Coop 'Bergalia, Meringo, Bingie' by Shirley Jurmann.

Today, Eurobodalla is known for its stunning coastal landscapes, vibrant communities, and rich cultural heritage, all supported by the ongoing efforts of Eurobodalla Shire Council. Located close to Canberra and Sydney, Eurobodalla offers an attractive alternative to city living, with three main towns – Batemans Bay, Moruya and Narooma – and coastal and rural villages.

Tomorrow

Looking ahead, Eurobodalla is working towards a future shaped by the collective vision and aspirations of its community. Our Community Strategic Plan - Towards 2042 was reviewed in 2024 following a period of community consultation and was endorsed by Council in February 2025. Our Community Strategic Plan represents an inspiring roadmap for Eurobodalla to 2042 that captures a clear vision and compelling goals for residents, businesses, community organisations, and many partners and collaborators.

... around a third of ratepayers are non-residents, with the majority coming from Canberra.

Our 2042 Vision

From our beaches to our bushlands, rivers and mountains...

Our Eurobodalla is a place of inclusive communities embracing sustainable lifestyles. Our future balances our natural assets and thriving economy.

Our community is resilient and collaborative, and this underpins all that we do.

Our goals for future Eurobodalla

1. Our sustainable shire celebrates our natural environment and outdoor lifestyles
2. Our community that welcomes, celebrates, and supports everyone
3. Our region of vibrant places and spaces
4. Our connected community through reliable and safe infrastructure networks
5. Our engaged community with progressive leadership

Each goal identifies strategies to achieve it and recognises that collaboration from many stakeholders including the community, Council, industry, and the NSW and Australian Governments is needed to become the future Eurobodalla we aspire to.

Led by Mayor Mathew Hatcher, the Council developed their Delivery Program 2022-26 in response to the Community Strategic Plan. It identifies activities to guide their term of Council and work towards the community's goals. Each year, Council develops an Operational Plan, our annual to-do list, which we aim to deliver over the year.

This Annual Report is the last performance report for the Delivery Program 2022-26 and outlines the achievements of the Council over the financial year 2024-25 against the activities of the Delivery Program 2022-26 and the Operational Plan 2024-25.

In accordance with the Office of Local Government Integrated Planning & Reporting Guidelines and following a period of significant community consultation, a new Community Strategic Plan – Towards 2042 was endorsed by Council in February 2025. A new Delivery Program 2025-29 and Operational Plan 2025-26 were adopted by Council in June 2025. Along with the Resourcing Strategy incorporating the Long-Term Financial Plan, Asset Management Strategy and Plan and the Workforce Management Plan, these documents will guide Council's workplan for the next 12 months and beyond.



Image: Council's community craft program is popular with senior residents.

Our stakeholders

Eurobodalla Shire Council values the diverse range of stakeholders who actively engage in, and contribute towards, shaping our region today and into the future.

Individuals

Residents, ratepayers, visitors

Indigenous communities

Local Aboriginal and Torres Strait Islander groups

People with a disability and their carers

People with diverse cultural backgrounds

LGBTQIA+ community

Older people

Children and families, young people

Committees and advisory groups

Community and special interest groups

Community, arts, environmental and sporting groups

Non-profit organisations

Charities, welfare groups, advocacy organisations and volunteer organisations

Schools, education institutions and childcare providers

Healthcare providers

Local hospitals, health services, and care facilities

Business and industry groups

Local government agencies

Neighbouring councils, regional planning bodies

NSW Government

Australian Government

Emergency services

Police, Fire, Ambulance and State Emergency Service (SES)

Media outlets

Local newspapers, radio and TV stations

Living in Eurobodalla – A place of connection and inclusion

Catherine Mullarvey (known by everyone as Cat) moved to Moruya Heads in 2018 after leaving her corporate job in HR. The move from Canberra was inspired by her desire for a lifestyle change. After taking 12 months to reflect and rest, Cat's passion for yoga and creating a place where people felt comfortable to come together and practice led her to start 'That Little Yoga Place'.

Starting small, Cat initially ran classes from her home until the pandemic hit three months in. Social distancing meant Cat needed a larger space and she soon found the perfect place above Moruya's Air Raid Tavern in February 2021.

Despite the challenges COVID-19 presented, including a lack of government assistance as the



business was too new and too small, 'That Little Yoga Place' is now thriving with an additional six regular teachers plus those who run the occasional class.

Cat has found a home in Eurobodalla making her dream of creating a place of connection and inclusion come to life right here in Moruya's main street.



Image 1: Malua Bay's new playground merges seamlessly with the natural environment.

Image 2: Eurobodalla's sustainability-themed market 'Art on the Path' came to Narooma.

3. Our performance summary

This section includes a summary of our efforts in delivering the Operational Plan 2024-25, a summary of our financial performance, Council's achievements and awards, and it highlights ways we have celebrated our community this year.

Operational Plan 2024-25 achievements

Guided by the Vision, five goals, and 18 strategies of the Community Strategic Plan (Our Eurobodalla 2042), Council identified 65 activities to deliver during the term, establishing their Delivery Program 2022-26.

The Operational Plan 2024-25 breaks down these activities into 188 actions that Council aimed to deliver throughout the year, forming its workplan for 2024-25.

At year end:

- 93% of actions were achieved
- 7% of actions were off track or withdrawn

The following information provides a summary of the efforts undertaken to deliver the workplan aligned to each Community Strategic Plan outcome. The information showcases highlights achieved for the year and where actions got off track or needed to be withdrawn from the workplan.

A detailed report on progress against all 188 Operational Plan 2024-25 actions can be found in Part 6, Detailed Performance Report section.

Council identified 65 activities to deliver during the term, establishing their Delivery Program 2022-26.

Community Strategic Plan Goal 1

Our Eurobodalla is sustainable

Our sustainable shire celebrates our natural environment and outdoor lifestyles



Strategies to achieve this goal

- 1.1 Move together for a sustainable future
- 1.2 Value, protect, and enhance our natural environment
- 1.3 Respond to our changing climate and natural hazards
- 1.4 Work together in the management and use of our valuable resources

There are 12 Delivery Program 2022-26 activities that work towards this goal and 35 actions in the Workplan 2024-25.

At financial year end, the status of Goal 1 actions was:

✓ 32 achieved

✗ 3 off track

2024-25 efforts include:

- The community infrastructure components of the Wagonga Inlet Living Shoreline project were completed in November 2024 including signage, accessways, boardwalk, jetty and floating pontoon.
- A comprehensive review of the urban tree canopy across the Eurobodalla Local Government Area has been completed. Detailed mapping and analysis provide informed recommendations to guide Council's planning, strategies and decision-making.
- Milestone One of the NSW Environmental Trust Critical Cockatoo grant project was completed including planting of corridors in gang gang and glossy black cockatoo hotspots.
- The Festival of Sustainable Choices was held in September 2024 with over 30 stallholders, workshops and conversation tents aimed at inspiring attendees to help build a sustainable future.

- Remote/rural properties outside the domestic waste collection area have received three vouchers to deposit a medium load of waste or a mattress during 2025-26.
- The expansion works at Surf Beach Waste Management Facility (WMF), and the construction phase of the recovery projects at Surf Beach WMF have commenced to repair the existing landfill cell damaged by bushfires. The expansion of the green waste/organics area is also underway.
- Work has commenced on the detailed design phase of the Brou WMF masterplan. The Environmental Impact Statement contract was adopted by Council on 24 June 2025, to award to the successful tenderer.

The Festival of Sustainable Choices was held in September 2024 with over 30 stallholders ...

There are 12 Delivery Program 2022-26 activities that work towards this goal.

- Free soft plastics drop off points were set up at all three of Council's waste facilities to divert soft plastics from landfill. Five additional community-led drop-off locations were made available throughout Eurobodalla where residents have accepted a bin and encouraged their neighbours to drop off their soft plastics.
- Community education programs have increased for soft plastics, recycling and food diversion, with visits to nursing homes, pre-schools, community groups and not for profit organisations.
- A new Green Power contract commenced in January 2025 for all small Council sites, boosting the amount of Council's electricity supplied by renewable energy from 58% to 78% compared to the same time last year.
- Council continued to install virtual fencing to protect wildlife and improve road safety with a total of 8.6km installed along Dunns Creek Road in Surf Beach, Tomakin Road in Tomakin, and Cullendulla Drive in Long Beach. Council also voted to support a local Virtual Fence Symposium to inform other councils and stakeholders about the initiative's success.



2025-26 Workplan highlights

- Finalise the Batemans Bay and Moruya Floodplain Risk Management Plans
- Finalise the Batemans Bay Masterplan and prepare planning proposal
- Finalise and commence implementation of the Housing Strategy
- Review the heritage provisions in the Eurobodalla Local Environment Plan
- Establish virtual fences within priority wildlife corridors

Where we got off track

- The draft Waste and Resource Recovery Strategy 2025-35 has been developed and will be placed on public exhibition in August 2025.
- The draft flood modelling for Moruya and Batemans Bay has been prepared with both projects to be delivered by the end of 2026.
- The upgrades to be undertaken on the Tuross Sewage Pump Station (near Bridges Avenue) were placed on hold in April 2025 due to contractor issues, with alternative delivery options currently being developed by Council staff.

Free soft plastics drop off points were setup at all three of Council's waste facilities ...

Sustainable, by the numbers

- 2,697 residents participated in education programs relating to energy, waste, water and climate
- 224 customer service requests for illegal dumping were received, investigated and reported to the EPA
- Approximately 46,000 bins serviced weekly in the kerbside collection
- 100% of kerbside collection customer requests attended to within timeframes
- 1,053 tonnes of hard waste collected during the annual kerbside collection
- 100% compliance in biodiversity inspections
- 27 Landcare groups and more than 300 individual volunteers supported
- 617 public and environmental health matters responded to within timeframes
- 300 plants planted in public spaces across main towns
- 1.9km² of park area mowed on an average fortnightly schedule
- 338,000m² of sports fields maintained
- 2.4km² of roadside and reserve slashing completed
- 581 playground inspections undertaken in accordance with Australian Standards
- 4% of the water meter network replaced
- More than 10,000m² of garden beds in public spaces maintained
- 100 trees in public spaces inspected for safety following requests by customers
- Nearly 200 water rebates issued to residents purchasing eligible washing machines and dual flush toilets



Image: Crew at Surf Beach WMF accept polystyrene free of charge.



Image: Batemans Bay High School woodwork students create totem poles for the Munjip Trail.



1,053 tonnes
of hard waste collected



300 plants
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across main towns



581 playground
inspections undertaken

Community Strategic Plan Goal 1

Our Eurobodalla is sustainable





Image: 230 industry experts and influencers attended the 2025 NSW Coastal Conference in Batemans Bay. They enjoyed a packed program, including a visit to our new living shoreline at Wagonga Inlet, Narooma.

Eurobodalla hosts 31st NSW Coastal Conference

November 2024 saw Eurobodalla Shire Council host the 31st NSW Coastal Conference.

Held at Bay Pavilions, the event saw 230 industry experts and influencers come together to talk about all things coastal management, including renowned geologist and educator, Professor Bruse Thom.

There were 80 speakers across three days with the winners of the Annual NSW Coastal Management Awards also being announced at the conference, celebrating the brightest minds and best projects in coastal management.

Council staff led field trips highlighting a number of key coastal projects including erosion at Surfside and Long Beach, Munjip Trail, Wagonga Inlet Living Shoreline, estuary management of the Clyde/Bhundoo River, and the penguin monitoring program.

Council also had local talent presenting at the conference with our Graphic Design Coordinator, Karlee van der Meulen and Senior Strategic Planner, Felicity Richards sharing recent examples of how Aboriginal culture and art has been incorporated into our coastal projects.

Natural Resource and Sustainability Coordinator, Heidi Thomson also took to the stage to present on nature-based solutions to coastal erosion. Heidi spoke about Eurobodalla's use of ecosystem improvements for foreshore protection and what was learnt from recent work on the award-winning Wagonga Inlet Living Shoreline project, delivered in partnership with The Nature Conservancy (Australian Government Reef Builder Fund) and the NSW Department of Primary Industries.

Council's Coastal Planner, Cam Whiting, hosted a tour of coastal hazard hotspots along Surfside and Long Beach, while Eurobodalla local Cat Leach discussed Wagonga's marine life, and Jen Thompson spoke about her citizen science adventures with the Nature Coast Marine Group.

It was a wonderful opportunity for the Eurobodalla Shire Council team to showcase the amazing coastal projects we are delivering for the community.

Community Strategic Plan Goal 2

Our Eurobodalla is inclusive

Our community welcomes, celebrates and supports everyone



Strategies to achieve this goal

- 2.1 Acknowledge our beginnings, embrace our diversity
- 2.2 Encourage community spirit and enable healthy lifestyles
- 2.3 Provide rich learning opportunities and experiences
- 2.4 Foster a safe community

There are 17 Delivery Program 2022-26 activities that work towards this goal and 61 actions in the Workplan 2024-25.

At financial year end, the status of Goal 2 actions was:

✓ 60 achieved

✗ 1 off track

2024-25 efforts include:

- The theme for NAIDOC Week this year was 'Keep the Fire Burning' representing the enduring vitality of Indigenous cultures, passed down through generations despite many challenges. Council recognised and celebrated NAIDOC Week 2024 with a range of events including the Mayor's annual flag raising ceremony as well as providing administrative, financial and promotional support for the Mogodha NAIDOC Big Day Out. A total of \$5,500 in funding was awarded under the Eurobodalla NAIDOC Week Grants Program to six applicants to promote and celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander people.
- Eurobodalla welcomed 61 new citizens at four citizenship ceremonies.
- Families Week saw 500 attendees at Council's Family Fun Day in the Eurobodalla Regional Botanic Garden.
- 60 young people competed in Council's inaugural Narooma Youth Fishing Competition held in Youth Week 2025.
- The success of Council's Y drive Program continued with 38 volunteer mentors supporting 270 learners to build driving hours and providing literacy support to pass the learner's test. Learners drove 92,423km and registered 5,553 logbook hours over 1,073 driving lessons.
- The mobile youth van continued to provide valuable services to the community with 32 weekly sessions delivered to young people across the Eurobodalla Shire along with a presence at large community-led events such as Mogodha NAIDOC Big Day Out, the Sustainable Choices Festival and the Youth Climate Summit.
- 449 people participated in 17 employment-based events delivered by Council's employment program – the Job Shop – with events including the Get Ready for Work program and All Abilities Dinner Dance as well as an entrepreneurial bootcamp and workshops.

There are 17 Delivery Program 2022-26 activities that work towards this goal.

- Council's collaboration with community stakeholders was further strengthened during the year with events such as the Winter SOULTice youth-led event focused on youth mental health and wellbeing. The event won the award for Outstanding Work with Regional Young People at the 2024 NSW Youth Work Awards.
- Significant progress continues to be made with the objectives set out in Council's Pathways Strategy with 89% of high priority shared paths being completed as well as 54% of the high priority footpaths being delivered. This equates to the completion of 16.2km of pathways being completed since 2017 with significantly improved access for people of all abilities.
- Our community volunteers continued to provide outstanding support across a range of Council services including Community Transport and Social Support programs, the Basil Sellers Exhibition Centre, Y drive program, Children's Services, libraries and the Botanic Garden. Our volunteers were celebrated at various social events held during 2024-25 and the Y drive volunteer team were nominated for the 2025 NSW Volunteer of the Year Award.
- Progress continued on the upgrade of our sporting complexes with the construction of the soccer fields at Hanging Rock Sporting Complex complete and open to the community. Additionally, the second sports field at Narooma's Bill Smyth Oval has been completed as well as the field lighting.

2025-26 Workplan highlights

- Develop the Eurobodalla Creative Arts Strategy 2025-30
 - Continue work to replace Eurobodalla's animal shelter
 - Coordinate Council's Youth Committee and the Eurobodalla Workers with Youth Network to actively support and promote youth service delivery
 - Advocate for emergency management and preparedness improvements for Eurobodalla
 - Recognise and celebrate NAIDOC Week to promote understanding of Aboriginal history and culture
-
- Council's focus on improving road safety in the Eurobodalla continued with an additional \$4 million in funding secured from the Australian Government's Housing Support Program – Community Enabling Infrastructure stream for the design and construction of a roundabout on the Princes Highway servicing the Eurobodalla Co-Located Emergency Services Precinct, the Moruya TAFE campus and the South Moruya urban area. In addition, Council has reviewed and updated the Eurobodalla Road Safety Plan with the draft to be presented to the ordinary meeting of Council in July 2025 for consideration to be placed on public exhibition.
 - In accordance with Council's Bushfire Risk Management Plan, 265 hazard reduction sites were treated including 145 ha asset protection zone slashing, 18 ha asset protection zone hand clearing and 3.1 ha asset protection zone grooming. Council also offered a two-week green waste drop off period at waste management facilities in conjunction with the Rural Fire Service 'Get Ready' program in September, waiving \$20,000 in gate fees for the disposal of green waste to support the community to prepare their properties for the bushfire season. This program resulted in 250 tonnes of green waste being received over the two-week period.

- The Eurobodalla Heritage Strategy was revised, updated, and adopted by Council in July 2024 for the 2024-28 period. The Strategy guides Council's approach to the management of heritage items and places, with a vision 'to champion and value our collective history for future generations'.
- Two new systems were implemented at the Bay Pavilions designed to reduce energy consumption by approximately 20%. In addition, a new energy contract was negotiated which is both more environmentally friendly and cost effective.
- Several intergenerational programs were run at Council's libraries to help foster meaningful relationships between generations including the Grandparents Day Cupcake Decorating Event, Intergenerational Storytime, family-friendly movie screenings and collaborative craft workshops.

Where we got off track

The designs for drainage upgrades at Moruya's Gundary Oval have been completed with works expected to commence after the 2025 winter sports season, subject to soil testing.

Inclusive, by the numbers

- 3 meetings of the Aboriginal Advisory Committee held
- 59 heritage advice sessions provided
- 1,039 seniors supported
- 32 mobile youth van pop-up sessions held
- 84 programs and events delivered to 3,920 youth and community members
- 249,575 visits to Bay Pavilions

- 65,018 visits to the Moruya and Narooma Swimming Centres
- 152,967 physical items borrowed from our libraries with 20,162 eBooks, 34,880 eAudiobooks and 20,666 eMagazines downloaded from our digital platform
- 1,217 new members joined the library
- 648 library programs and events delivered, engaging 9,124 participants
- 1,000 participants across Council's six Children's Week events
- \$189,245 granted via Council's Community Grants program
- 600 community members attended Council's Youth Against Domestic Violence Colour Run
- 51 commercial public pool water quality inspections conducted with 100% compliance
- 336 liquid trade waste inspections carried out with 97% compliance
- 619 customer requests responded to in relation to public safety
- 3,595 bookings of community halls and library rooms
- 3,784 Family Day Care attendees
- 243 vacation care attendees
- 9,763 out of school hours care attendees



249,575

visits to Bay Pavilions



152,967

physical items borrowed from our libraries



3,784

Family Day Care attendees

Community Strategic Plan Goal 2

Our Eurobodalla is inclusive





Image: The next generation of keen competitors are kicking goals at Kyla Park Oval.

The power of collaboration - reinvigorating Kyla Park Oval

Kyla Park Oval in Tuross Head, located on the Coila Lake foreshore, is approximately the size of the Melbourne Cricket Ground, but until this year, it hadn't homed a sports club for more than a decade. But through community commitment and collaboration with Council, the Kyla Park Oval is back in action.

Adam Carey moved back to his childhood home of Tuross to start a family. Sitting at the local tavern last year, Adam and his friends were reflecting on the days when the Tuross Shamrocks – a rugby union team their dads played for 20 years ago – were around.

This conversation sparked the creation of a new committee and the Tuross Head Touch Rugby League & Social Sports Club was born. They set up the club to be flexible for multiple codes meaning that they would kick off with touch football, but the club could host soccer, netball, AFL 9s or softball games into the future.

Adam contacted Council, asking for the facilities to be tidied and oval made fit for purpose. Council's parks team quickly got the playing surface into a usable state and Council also committed \$9,000 to get the lights working and tidied up the toilets and canteen.

In the small town of about 2,300 people, word spread and they quickly had 135 players registered with nine teams and had secured 30 sponsors to assist with gear, fees and insurances. Local businesses have also sponsored the sports club to buy merchandise and equipment. The sports club has now generated about two years of funding.

This is a powerful example of community, local businesses and Council working together.

Local businesses have also sponsored the sports club to buy merchandise and equipment.

Community Strategic Plan Goal 3

Our Eurobodalla is thriving

Our region of vibrant places and spaces



Strategies to achieve this goal

- 3.1 Balance development between the needs of people, place and productivity
- 3.2 Support diversified industry and thriving businesses
- 3.3 Embrace and value our creative arts
- 3.4 Celebrate our unique region through inclusive places and spaces

There are 15 Delivery Program 2022-26 activities that work towards this goal and 34 actions in the Workplan 2024-25.

At financial year end, the status of Goal 3 actions was:

✓ 28 achieved

✗ 3 off track

— 3 withdrawn

2024-25 efforts include:

- Progress continued on the Batemans Bay CBD Masterplan with a ten-week period of community consultation completed and a report to be prepared for Council in the 2025-26 financial year. Council has also secured a grant from the NSW Government to assist with the preparation of the planning proposal for the Masterplan.
- Council has continued to support local businesses through a range of activities including being one of only eight locations across NSW to be selected to host a 2024 NSW Small Business Month Expo. Additionally, Council partnered with the NSW Government to host a trade delegation of 15 Consul Generals with a focus on trade and investment opportunities in aquaculture and cultural tourism.
- The construction of two key walking trails within the Eurobodalla was finalised with the full 125kms of the Mogo Trails and supporting infrastructure being completed and fully operational along with the 15km Munjip Trail being delivered and open to the public.
- Eurobodalla's appreciation and celebration of Aboriginal arts and cultural heritage was showcased through a major Aboriginal art exhibition on loan from philanthropist Christina Kennedy, 'Painting on Country', hosted by Council at The Bas.
- Council's development applications and section 4.55 applications (previously section 96) processing time improved by 23.63% with average processing time dropping from 59.41 days to 45.37 days despite the types of development applications received being larger and more complex than the previous year.
- Visitors to the Eurobodalla Regional Botanic Garden increased by 17% with 102,187 visitors experiencing the gardens. This increase in visitation was supported by the quality of the café and garden shop as well as a number of key events including the Forest Festival, book fair, school holiday programs and guided walks and workshops.

There are 15 Delivery Program 2022-26 activities that work towards this goal.

2025-26 Workplan highlights

- Finalise a revised Economic Development Strategy
- Develop the Eurobodalla Library Strategic Plan 2025-30
- Update and standardise the Eurobodalla events policy, guidelines, and planning templates
- Establish a new governance framework for the management and maintenance of Mogo Trails
- Promote work opportunities and provide career and training support through the Job Shop and employment projects

- The Job Shop – Council's employment program – provided targeted support assisting 260 clients to obtain employment and provided free tailored employment training to 401 clients including 206 new clients. There were also 3,081 employment opportunities advertised to Eurobodalla residents along with 21 training programs.
- Council continued to provide advocacy and education in relation to public art projects throughout 2024-25 supporting projects such as the South Durras Oval facilities mural, the Narooma water tank mural and Moruya Library and Arts Centre car park mural.

The Job Shop provided targeted support assisting 260 clients to obtain employment ...

Where we got off track

- The draft Batemans Bay Masterplan was placed on public exhibition for a period of ten weeks and is yet to be finalised. A report will go to Council with community feedback in 2025-26 and following this, the planning proposal will be developed and implemented.
- The Dalmeny Land Release Development Control Plan was withdrawn from the 2024-25 workplan following a Council decision to hand the lead for the project over to landowners and their consultants.
- The preparation of a housekeeping planning proposal to amend the Local Environment Plan (LEP) was withdrawn from the workplan due to other priorities, with amendments and updates being made on an ongoing basis as required.
- The draft Housing Strategy was submitted to Council for their consideration. Council requested that the strategy be reviewed to incorporate more actions around affordable, community and social housing and this has been reviewed to include these priorities.
- Finalisation of the village entry project is underway, with signs to be installed by February 2026.

Thriving, by the numbers

- 1,600 subscribers received Council's monthly business update newsletter
- 136 businesses received one-to-one assistance from Council
- 41 events supported and facilitated from small community events to large festivals
- 12 art exhibitions, 9 opening events, 13 artist talks, 8 creative arts workshops and two long table lunch events held in the Basil Sellers Exhibition Centre and Mechanics Institute
- 64 artists artworks showcased and 13,866 visitors to the Basil Sellers Exhibition Centre
- 102,187 visitors to the Eurobodalla Regional Botanic Garden, an increase of 17% from the previous year
- 15,359 hours contributed by volunteers to the Eurobodalla Regional Botanic Garden
- 701 development and modification applications received
- 646 development applications determined
- 23.63% improvement in development application processing time
- 401 Job Shop clients
- 260 people assisted into employment
- 3,081 jobs advertised
- 41 event applications processed
- 155 entries received for the Little Sellers Art Prize



41 events

supported and facilitated



12 art exhibitions

held in the Basil Sellers Exhibition Centre



102,187 visitors

to the Eurobodalla Regional Botanic Garden



646

development applications determined



401

Job Shop clients



260 people

assisted into employment



3,081

jobs advertised



155 entries

received for the Little Sellers Art Prize

Community Strategic Plan Goal 3

Our Eurobodalla is thriving





NSW Minister for Health and Minister for South Coast Ryan Park (second right) visited Mogo Trails in May. He was greeted by Mayor Mathew Hatcher and General Manager Mark Ferguson, along with Rocky Trail Destination's Julianne Wisata, Council's Project Manager Shane Spicer, and Batemans Bay MTB Club President Jamie Clout.

Mogo Trails – Ready to ride

From its humble beginnings as a 10-kilometre loop around Deep Creek Dam, the Mogo Trails have expanded to an impressive 125 kilometres - one of the largest mountain bike trail networks in the country.

Construction was completed this year with the full 125km of trails fully operational from 10 May 2025 after opening the eastern network (roughly half the trails) in August 2024. The official opening took place at a community day held at Mogo Oval on Saturday, 5 July 2025, where a new pump track also provides a fun training MTB ground for locals and visitors.

Located in the lush Mogo State Forest and weaving through the bush of Mogo, the back of Batehaven, and stretching to Mount Wandera in the west, the \$8M project was funded by the Australian and NSW Government's Bushfire Local Economic Recovery Fund and Restart NSW.

A successful 'Ride Ready' program has seen many Eurobodalla businesses embrace the lucrative mountain biking market and offer high-quality visitor experiences. Council launched the Mogo Trails brand including a website, social media pages, and newsletters for business and consumers, while promotional features in leading digital and print magazines have led to riders flocking to Eurobodalla. The inaugural Sea Otter Australia event in Batemans Bay in October 2025 will focus national and international attention on the trails and the region.

A shuttle service was introduced, along with an agreement between Council and the reinvigorated Batemans Bay MTB Club to undertake simple trail maintenance work that complements more technical contracted work. Council will lobby for ongoing NSW Government investment in trail maintenance in collaboration with Narooma MTB Club.

The visitor economy growth and economic benefit resulting from the trails is already promising in this \$15B industry, while the recreational opportunities for locals are another wonderful outcome of this project.

Community Strategic Plan Goal 4

Our Eurobodalla is resilient

Our connected community through reliable and safe infrastructure networks



Strategies to achieve this goal

- 4.1 Provide integrated and active transport networks to enable a connected and accessible Eurobodalla
- 4.2 Strengthen linkages through air, road, and marine transport options
- 4.3 Enhance connectivity through improved telecommunications and power supply

There are 10 Delivery Program 2022-26 activities that work towards this goal and 23 actions in the Workplan 2024-25.

At financial year end, the status of Goal 4 actions was:

✓ 21 achieved

✗ 2 off track

2024-25 efforts include:

- The construction of the Southern Water Storage Facility continued despite significant wet weather with the project at 90% completion.
- Significant progress was made on the construction of a four-leg roundabout at the intersection of George Bass Drive and Broulee Road including islands and paths within the roundabout to assist pedestrians and cyclists crossing the roads. The project is designed to improve road safety and traffic flow and was funded by a \$2 million grant from the Australian Government Black Spot Program and a \$600,000 Council contribution. The roundabout is due to open to traffic in mid-July 2025.
- In line with Council's capital works program for 2024-25, Shelly Road, Moruya and Dalmeny Drive, Dalmeny were renewed to increase the longevity of these assets and improve driving conditions.
- Upgrades to Potato Point Road, Bodalla to improve flood resilience, including a bridge to replace the existing culvert, are underway with environmental assessments and designs now complete. A tender has been awarded for the bridge construction, with works planned to commence in July 2025.
- Council has received funding from the NSW Government's Get NSW Active program to review and update Council's Pathway Strategy, improving the way our active transport projects are delivered.
- Partnering with government agencies has continued, with Council working with Transport for NSW on various initiatives including participation in the Country Passenger Transport Infrastructure Grants Scheme to upgrade bus shelters, as well as the project to integrate traffic flows around the Eurobodalla Regional Hospital, the Moruya Emergency Services Precinct and the Princes Highway.

There are 10 Delivery Program 2022-26 activities that work towards this goal.

2025-26 Workplan highlights

- Finalise construction of the bridge for Potato Point Road, Bodalla to deliver flood resilience upgrades
- Finalise the review and update of Council's Pathway Strategy
- Seek endorsement of the Airport Strategy and Masterplan and commence implementation
- Continue construction of the Southern Water Storage Facility
- Commence a review and update of the Recreation and Open Space Strategy

Where we got off track

- The delivery of the Potato Point Road flood resilience upgrades was delayed, but environmental assessments and designs have now been completed and the plan is to begin bridge construction in July 2025.
- Staff shortages delayed the start of the review of the Pathways Strategy 2017, but procurement is now underway to engage appropriate consultants to review and update this strategy.

Resilient, by the numbers

- 8 Local Traffic Committee meetings held
- 8,900 community transport trips provided to 754 clients
- 11,914 landings and 19,009 passengers at the Moruya Regional Airport
- 633km of sealed roads maintained
- 390km of unsealed roads maintained
- 113 bridges maintained
- 205km of stormwater pipes maintained
- 153km of pathways maintained
- 135 Council car parks maintained



8,900

community transport trips provided



11,914

landings at the Moruya Regional Airport



633km

of sealed roads maintained



113

bridges maintained



135

Council car parks maintained



Image: It was a team effort to keep the Batemans Bay sewage upgrade flowing.

Batemans Bay sewage treatment plant upgrade

Built in the late 1970s, the Batemans Bay sewage treatment plant was originally designed to manage sewage for a population of 15,000. A 2012 upgrade raised capacity to 25,700.

As the population of the Eurobodalla continues to grow, and with the future in mind, Council completed the upgrade of the Batemans Bay sewage treatment plant in 2024-25 and the plant now has the capacity to treat the waste of 32,000 people.

The upgrade included a new clarifier and aerator system as well as:

- Improved resistance to corrosion using epoxy coatings, odour extraction and controlled flow through the inlet system (up to 580 litres of sewage each second).
- Better screening of inorganic material like rocks and rags.

- Better access across the facility by improving roads and stormwater control and moving powerlines underground.
- Sand filter and ultra-violet light upgrades in line with improved effluent re-use (providing consistent onsite water, offsite roadworks and sports field watering).
- An additional 40kW of solar panels (boosting the site total to 200kW) and a massive 850kVa generator for resilience in natural disasters.

The project was not without its challenges, including upgrading an operating brownfield site, impacts from COVID-19, escalating infrastructure costs, and three years of heavy rainfall, but the results mean Batemans Bay now has quality sewage infrastructure, ready for a growing population well into the future while protecting the health of our community and environment.

... the plant now has the capacity to treat the waste of 32,000 people.

Community Strategic Plan Goal 4

Our Eurobodalla is resilient





1

2

Image 1: Airport Linemarking Service Australia delivered the goods at Moruya Airport in January.

Image 2: The Hanging Rock sporting complex upgrade was a huge win for multiple sporting codes.

Community Strategic Plan Goal 5

Our Eurobodalla is collaborative

Our engaged community with progressive leadership



Strategies to achieve this goal

5.1 Acknowledge our shared responsibility through an informed community

5.2 Proactive, responsive and strategic leadership

5.3 Work together to achieve our collective vision

There are 11 Delivery Program 2022-26 activities that work towards this goal and 35 actions in the Workplan 2024-25.

At financial year end, the status of Goal 5 actions was:

✓ 34 achieved

✗ 1 off track

2024-25 efforts include:

- Council's communication with the community has remained a key focus through digital and in-print channels, with support from Eurobodalla's media outlets. Our Facebook audience continues to grow with 19,357 followers. Additionally, we are using Instagram, LinkedIn and YouTube to keep our community informed and continue to produce the 'Living in Eurobodalla' quarterly print newsletter delivered to all households. E-newsletters are distributed regularly to growing subscriber numbers, including monthly 'Council News' and 'What's On in Eurobodalla'.

E-newsletters are distributed regularly to growing subscriber numbers ...

- Council hosted four citizenship ceremonies welcoming 61 new citizens to Eurobodalla and delivered key civic events with the Mayor's attendance including ANZAC Day ceremonies, the NAIDOC Week flag raising ceremony, the official opening of Malua Bay Beach Reserve and the Mogo community day to celebrate the opening of Mogo Trails and the community hub. Council also received visits from distinguished guests including Her Excellency the Honourable Margaret Beazley.
- A full review and development of all plans and programs under the Integrated Planning and Reporting Framework was undertaken with a revised Community Strategic Plan – Towards 2042, Community Engagement Strategy and Community Participation Plan 2025 as well as a new Delivery Program 2025-29, Operational Plan 2025-26 and Resourcing Strategy (including the Long-Term Financial Plan, Asset Management Strategy and the Workforce Management Strategy) being endorsed or adopted within the required timeframes following community consultation and public exhibition.
- Key strategic partnerships were developed and maintained including Council's membership with organisations such as Local Government NSW, the Canberra Region Joint Organisation and Regional Development Australia.

There are 11 Delivery Program 2022-26 activities that work towards this goal.

- Improving our use of technology solutions led to a major telecommunications upgrade at Surf Beach to ensure critical services are available during emergencies. Council has also continued to improve cybersecurity measures and backup internet and power has been installed at key sites.
- A review of Council's light fleet was undertaken and completed in August 2024. This review focused on improving efficiencies and long-term costs and the recommendations will inform the development of a fleet strategy. As part of Council's commitment to building a sustainable future, and increasing operational efficiencies, five electric and 29 hybrid vehicles have been added to Council's light fleet.
- Council elections were held in September 2024 and our new Councillors took their Oath or Affirmation of Office on Monday, 14 October 2024 before commencing their official duties. The new Council participated in an induction series comprising two days with an external facilitator and six additional sessions run by the Executive Leadership Team ahead of the first Council Meeting of the term on Tuesday, 29 October 2024.
- A new Audit, Risk and Improvement Committee (ARIC) was recruited and inducted in line with Office of Local Government guidelines and held three meetings during the 2024-25 financial year. The newly appointed ARIC (comprising of three independent members) held their first meeting on 27 November 2024 supporting Council's governance and accountability.

2025-26 Workplan highlights

- Enhance the customer experience by improving our council business platforms, ensuring seamless, efficient, and user-friendly services for our community
 - Seek endorsement of a property strategy to support management of council land and property
 - Provide strategic financial management and services guided by the Finance Strategy
 - Commence service review of Bay Pavilions
 - Build a workforce and drive accountability through strategic and embedded human resource best practice
-
- A service review program was developed and included in the Council's new Delivery Program 2025-29 in accordance with the Office of Local Government's Integrated Planning & Reporting Handbook and Guidelines, community consultation and an agreed set of principles developed by the Councillors.
 - A comprehensive review of Council's recruitment process was completed with the aim of improving candidate experience. This review has led to a pilot group being selected to trial streamlining and improvement initiatives before they are embedded into the new and improved process.

Where we got off track

- In line with the Aboriginal Action Plan 2020-24, initial conversations with the NSW Local Government Aboriginal Employees network were held and Council participated in an online network meeting to establish broader Aboriginal engagement for staff across the local government sector. More work designed to link Aboriginal staff with local government networks will occur in 2025-26.

Collaborative, by the numbers

- 69 media releases/news items prepared and distributed to local and regional media
- 109 formal media queries responded to
- 27 media interviews held with a Council spokesperson
- 19,357 followers on Facebook
- 3,192 followers on Instagram
- 2,214 followers on LinkedIn
- 225 YouTube subscribers
- 8,026 customer service interactions at Council's main administration building
- 5,763 receipts processed
- 30,948 calls taken by Council's customer service centre team
- 36,163 emails received and responded to via Council's main email address
- 4,398 hard copy letters received and processed
- 11 meetings of Council
- 3 meetings of the Audit, Risk and Improvement Committee
- 4 Canberra Region Joint Organisation meetings attended
- 180+ leases and licences managed
- 145 private works orders completed



109

formal media queries responded to



27

media interviews held with a Council spokesperson



8,026

customer service interactions



30,948 calls

taken by Council's customer service team



4,398

hard copy letters received and processed



11

meetings of Council



145

private works orders completed

Community Strategic Plan Goal 5

Our Eurobodalla is collaborative





Image: Eurobodalla Botanic Garden manager Michael Anlezark in his happy place.

Eurobodalla leading the way out of extinction

Our team at the Eurobodalla Regional Botanic Garden are behind a simple yet groundbreaking project that's helping safeguard threatened flora and better coordinate state and national approaches to plant conservation.

NSW lists 689 plants as threatened – with 223 listed as vulnerable, 339 listed as endangered, 108 as critically endangered, and 19 as extinct. Last year, Council's Garden Manager, Michael Anlezark reached out to botanic gardens across the state to clarify which of these listed species are held in their collections.



Image: East Lynne midge orchid

11 botanic gardens responded and between them they had seeds or live specimens for 665 or 97% of the state's threatened plants. Remarkably, 18 of the 19 listed as extinct can still be found in botanic garden collections.

Eurobodalla Regional Botanic Garden is one of only two botanic gardens with naturally occurring threatened species; the vulnerable East Lynne midge orchid (*Genoplesium vernale*) can be found within garden grounds.

To date, the collated data has been presented to the Threatened Species Commissioner in Canberra and will also be available to conservation agencies and government departments.

To further their efforts, the botanic gardens involved in this project are now planning to partner up and share stock, giving threatened species an increased chance of survival should they experience a catastrophic event at any one location.

Remarkably, 18 of the 19 listed as extinct can still be found in botanic garden collections.

Financial snapshot

Council prides itself on transparency and accountability, particularly in relation to Council's financial performance and monitoring. Engaging with the community and providing easy to understand financial information is critical to achieving good governance.

During the 2024-25 financial year, Council managed an operating income of \$144M collected from rates, fees and charges, operating grants and contributions and investments. \$159M was spent on service delivery and maintenance of assets, resulting in a net operating deficit of \$14.3M. Council also received \$41M in capital revenue.

The Finance Strategy spans four years, with several actions already undertaken to strengthen Council's financial resilience and minimise the impact of unforeseen events or factors beyond Council's control.

During the 2024-25 financial year, Council adopted a Reserves Policy to formally document the purpose and calculation methods for cash reserves, supporting strategic decision-making and goal achievement.

Council has continued its commitment to improving financial reporting and transparency, including hosting three community information sessions in May 2025. These sessions provided opportunities for the community to ask questions and offer feedback on the draft Delivery Program 2025-29, Operational Plan and Fees and Charges 2025-26, and Resourcing Strategy 2025-35.

In August, Council presented the Bay Pavilions Sustainability Plan 2024, developed in response to the high operational costs of the Bay Pavilions and the need to strategically manage and mitigate ongoing expenses and associated risks.

Looking ahead

The focus for the 2025-26 financial year will be to progress the remaining actions in the Finance Strategy, with particular emphasis on developing an achievable program of works that prioritises asset renewal based on asset condition and optimal renewal timeframes. Council will also seek opportunities to enhance revenue generation from its commercial operations.

The following information is an explanation of Council's financial results for the 2024-25 year. Its aim is to be easily understood by readers in our community. A full copy of Council's audited Financial Statements for the year ending 30 June 2025 is available as *Appendix 1* to this report.



We managed
\$2.31B
infrastructure, property and
plant and equipment



We raised
\$79.88M
rates and annual charges



We invested
\$101.98M
in new and renewed assets



We received
\$56.29M
grants and contributions



We spent
\$32.79M
on maintenance of
infrastructure assets

How we performed

Council functions are separated into three different funds – General, Water and Sewer. Each of these funds is operated and managed separately and have different considerations but are connected.

- Water Fund and Sewer Funds: Income and expenditure related to the supply of water and sewerage services.
- General Fund: All other services.

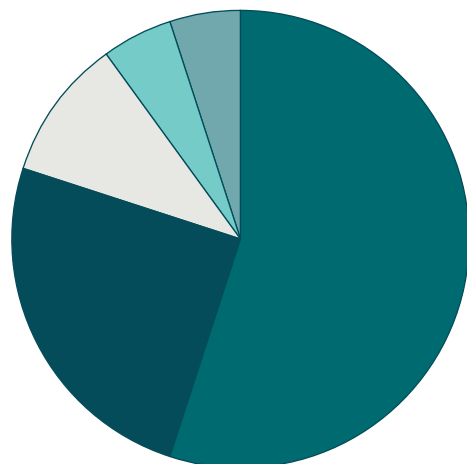
The following information presents a summary of financial results for 2024-25 by Fund.

Income Statement by fund (\$'000)

	General (\$'000)	Water (\$'000)	Sewer (\$'000)	Consolidated (\$'000)
Total income operating and capital	126,367	28,935	30,395	185,697
Total expenses from continuing operations	114,183	19,020	25,416	158,619
Net operating result attributable to each council fund	12,184	9,915	4,979	27,078
Net operating result for the year before grants and contributions provided for capital purposes	(19,417)	3,141	2,004	(14,272)

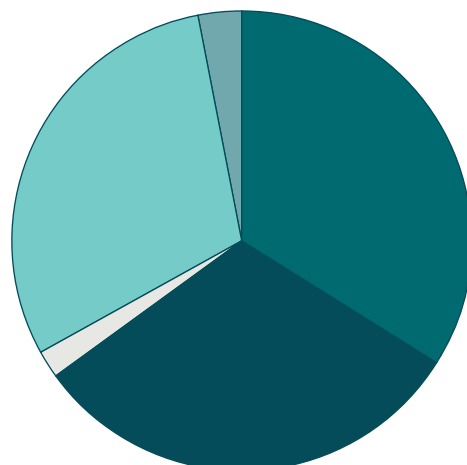
2024-25 Operating Income \$144m

- Rates and annual charges 55%
- User charges and fees 25%
- Operating grants 10%
- Interest and investment revenue 5%
- Other revenues 5%



2024-25 Operating Expenditure \$158m*

- Employee benefits and on-costs 34%
- Materials and services 31%
- Borrowing costs 2%
- Depreciation, amortisation and impairment of non-financial assets 30%
- Net losses from the disposal of assets 3%



*Council's Income and Expenditure by Council's Service is available in Note B1-1 Functions or activities in Council's Financial Statements.

What your rates paid for

In 2024-25 rates and annual charges paid by our ratepayers made up 55% of Council's operating income. This included the general rate, environmental levy and waste, water and sewer charges.

This illustration shows how \$100 of your rates and annual charges was spent across Council services, based on the Operating Statement.



Financial Ratios

Financial ratios are a tool that assist in understanding some aspects of Council's financial performance.

There are seven ratios that are calculated each year.

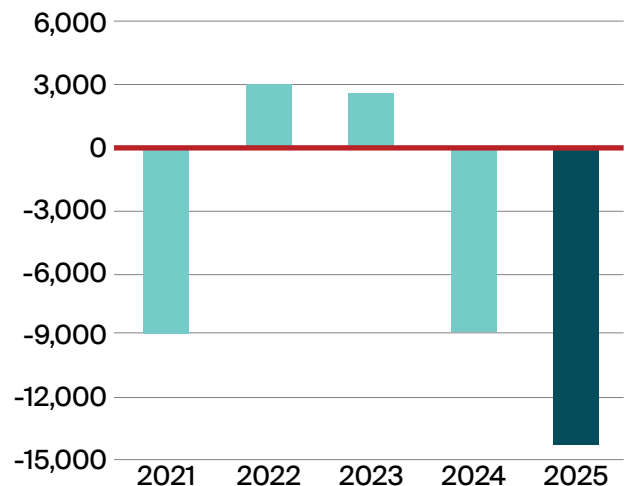
Operating Result before Capital (\$'000)

Below the benchmark ⬇️

Council's operating result is below the benchmark for this year, whilst some of this is due to one-off timing factors, Council's ability to keep costs below revenue will continue to be a challenge in the future.

Benchmark 0

- 2021 -8,939
- 2022 3,093
- 2023 2,628
- 2024 -8,835
- 2025 -14,272



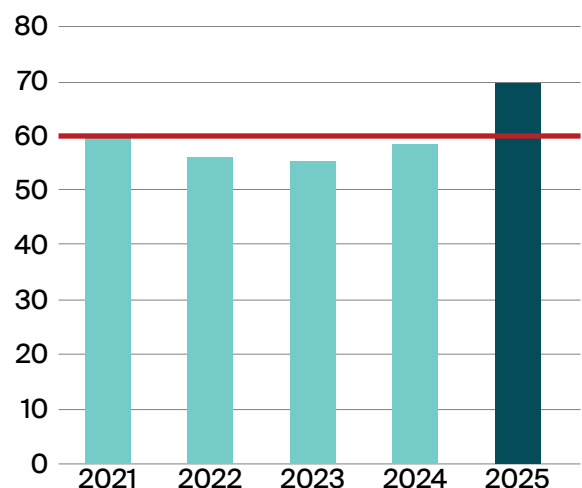
Own Source Operating Revenue Ratio

Achieved the benchmark ⬆️

This ratio measures how reliant Council is on grant or outside funding. The gradual improvement in this ratio demonstrates Council's commitment to reviewing its approach to grant funding.

Benchmark 60%

- 2021 59.52%
- 2022 56.14%
- 2023 55.33%
- 2024 58.49%
- 2025 69.69%



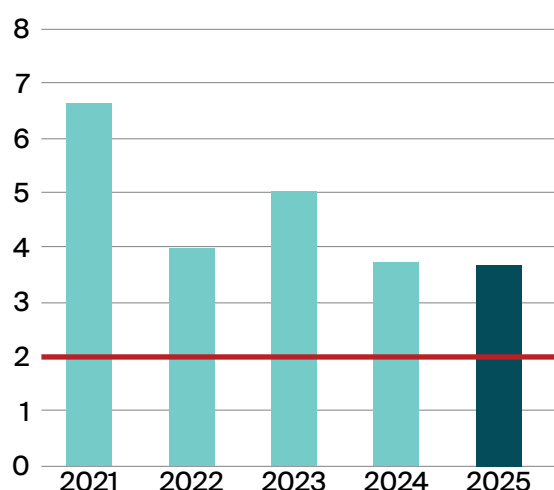
Debt Service Cover Ratio

Achieved the benchmark 

This ratio measures the availability of cash to pay for loans, including interest, principal and lease repayments. Council has continued to remain above the benchmark.

Benchmark 2x

- 2021 4.64x
- 2022 3.99x
- 2023 5.03x
- 2024 3.73x
- 2025 3.69x



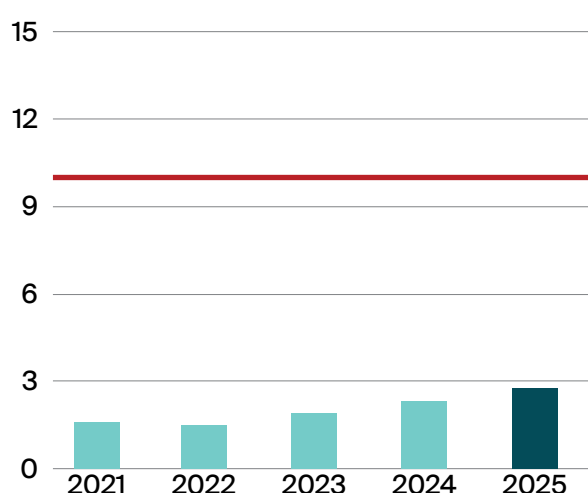
Rates and Charges Outstanding

Achieved well within the benchmark 

This ratio shows the percentage of rates and annual charges outstanding over total rates and annual charges charged. Council's high standard of debt recovery and collection policy ensures this ratio remains well below the benchmark of 10%.

Benchmark 10%

- 2021 1.60%
- 2022 1.49%
- 2023 1.92%
- 2024 2.30%
- 2025 2.75%



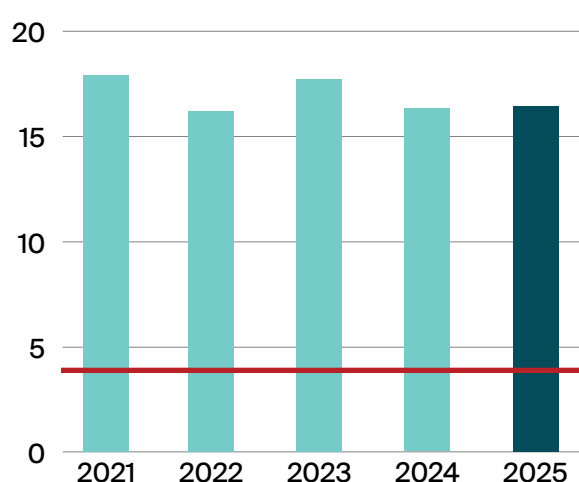
Cash Expense Cover Ratio

Achieved well above the benchmark 

This ratio measures in months how long Council could continue paying for its immediate expenses without the need for additional cash. Council has achieved well above the benchmark by using a good mix of low risk medium return investments.

Benchmark >3 months

- 2021 17.85 months
- 2022 16.18 months
- 2023 17.69 months
- 2024 16.29 months
- 2025 16.39 months



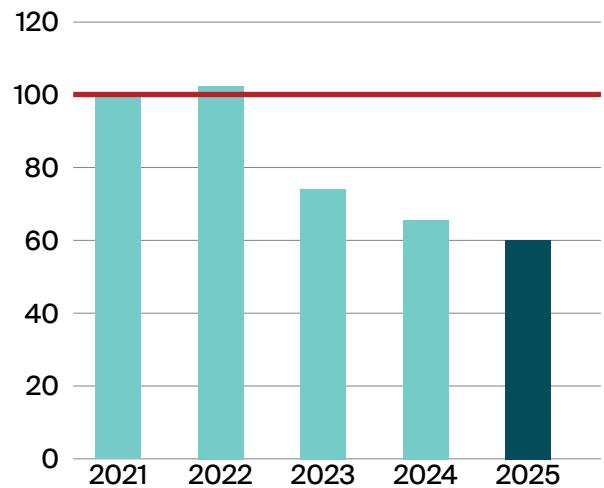
Infrastructure Renewal Ratio

Below the benchmark ⬇️

This ratio measures whether the renewal of public assets is keeping up with the rate of depreciation (or depletion). Council will need to invest in the renewal of existing assets in the future (rather than new assets) to see an improvement in this ratio.

Benchmark 100%

- 2021 100.67%
- 2022 102.42%
- 2023 74.14%
- 2024 65.64%
- 2025 60.22%



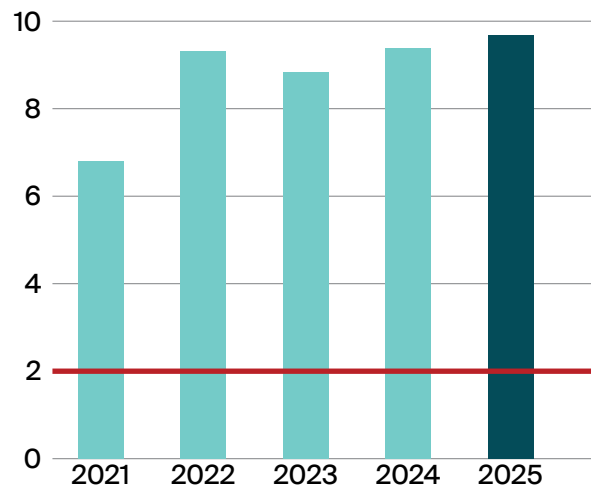
Infrastructure Backlog Ratio

Below the benchmark ⬇️

Infrastructure backlog is the amount required to be spent on public assets to bring them to a satisfactory condition. As costs increase over time the cost to bring assets to satisfactory will also grow. Council will need to prioritise reducing this backlog to ensure the community can benefit from the services these assets provide.

Benchmark 2%

- 2021 6.81%
- 2022 9.32%
- 2023 8.84%
- 2024 9.40%
- 2025 9.69%



Capital works snapshot

Council spent \$102M on capital projects, one of the largest items of expenditure. This was made up of:

- \$7.3M Community buildings and facilities
- \$11.1M Parks, sport and recreational facilities
- \$2.6M Plant and equipment
- \$853k Footpaths and cycleways
- \$820k Bridges
- \$44M Water
- \$20.8M Roads
- \$14.5M Sewer

Some of the projects in progress or completed include:

- New Southern Water Storage Facility at Eurobodalla
- Tuross Head sewer pump station upgrades
- Surf Beach Waste Management Facility upgrades
- Moruya Hospital sewer infrastructure
- Hanging Rock sporting ground upgrade
- Coastal Headlands Walking Trail at Batemans Bay
- Broulee Road and George Bass Drive roundabout
- Housing precinct infrastructure at South Moruya
- Nelligen sewer upgrades

Council spent \$102M on capital projects



\$44M

Water



\$11.1M

Parks, sport and recreational facilities



\$20.8M

Roads



\$7.3M

Community buildings and facilities



\$853k

Footpaths and cycleways



\$14.5M

Sewer



\$2.6M

Plant and equipment



\$820k

Bridges

Council spent \$102M on capital projects, one of the largest items of expenditure.



Image 1: New picnic facilities incorporating First Nations art on Munjip Trail - 15km of new walking trail in Batemans Bay.

Image 2: Nelligen residents can do away with their septic tanks and connect to town water supply following construction of a multi-million water and sewer system for the village.

Achievements and awards

Council awards

Throughout the year Council's assets, people and works were recognised for their extraordinary achievements.



Winter SOULstice Mental Health Event

Outstanding Work with Regional Young People Youth Action

Youth Action is the peak body representing young people and youth services in NSW. Each Year, Youth Action hosts the NSW Youth Work Awards, a celebration of the exceptional work of youth services and youth workers across NSW.

In 2024, Council's Youth team and Youth Committee were recognised as the winners of the Outstanding Work with Regional Young People for their Winter SOULstice Mental Health Event. The event was youth-led, in partnership with headspace, and brought together young people aged 12 to 24 to 'light up the longest night of the year, as a symbol of connection and hope'. The event saw over 130 young people enjoy live music, games, food, lantern making and a group art installation, as well as inspiring talks by local mental health advocates.



Eurobodalla Shire Council Libraries

Excellence in Presentation and Community Impact

2024 Libero Design Award

Eurobodalla Libraries partnered with Dr Margaret Park and Creative Arts Batemans Bay Inc. to support Voices from Within – An Oral History of the Black Summer Fire 2019–2020. This collection features 16 local voices sharing personal reflections on the 2019–20 bushfires, now accessible via the library's Libero catalogue.

The project highlights the power of oral history in preserving lived experiences and was recognised with the 2024 Libero Design Award for excellence in presentation and community impact.

2023-24 Annual Report

Bronze

Australasian Reporting Awards

Council's 2023-24 Annual Report was once again awarded a bronze award at the Australasian Reporting Award, which recognises organisations that aim to communicate more effectively and those that achieve excellence in reporting.



Wagonga Inlet Living Shoreline (WILS) Project

Australian Institute of Architects Awards 2025

REALMstudios, who worked in partnership with Council, received the highest honours at the Australian Institute of Landscape Architects Awards for the Wagonga Inlet Living Shoreline Project in three categories including the 2025 Minister of Planning and Public Spaces Award for Public Space, Climate Positive Design Award and the Award of Excellence.



The Zero Heroes Waste Minimisation Initiative

Joint Division B Winner - Behaviour Change in Waste Category

Local Government NSW 2024 - Excellence in the Environment Award

Eurobodalla's Zero Heroes were recognised at the Local Government NSW Excellence Awards for shaping sustainability through responsible waste management at public events in the Eurobodalla Shire. The Zero Heroes are a volunteer group that assists and educates attendees on correct waste practices, significantly adding value to events.



Kim Bush

2024 Emily Callachor Perpetual Award - for services to women in the workplace

United Services Union

Kim, Division Manager – Community Development and Participation was the 2024 recipient of the United Services Union's Emily Callachor Perpetual Award for services to women in the workplace.

In 2022, Kim founded the Women in Local Government Alliance (WILGA) supporting women in the Eurobodalla local government community. She has successfully organised networking events and development workshops covering topics from financial literacy to personal wellbeing. She has also led efforts to raise funds for local women and children's charities and supporting those affected by floods in Lismore.

Furthermore, WILGA have conducted winter food drives and improved workplace conditions for staff, provided a south coast drop-off point for recycling phones for women experiencing domestic violence and published newsletters annually showcasing member achievements and resources for women's empowerment.

Celebrating our community

Council celebrated the achievements of community members and local organisations who are dedicated to helping make Eurobodalla a great place to live.



Mayor's Writing Competition

The 2024 Mayor's Writing Competition, now in its 16th year, showcased young literary talent from across Eurobodalla with an awards presentation by Eurobodalla Mayor Mathew Hatcher at Moruya RSL Hall on Wednesday, 23 October 2024. Initiated by former Mayor, the late Fergus Thomson OAM, the competition recognises creative writing among students from kindergarten to Year 12. This year's theme, 'Footprint', inspired hundreds of entries, with winners having their work published in the annual anthology.

The Syd Hayes Creative Writing Award was presented to Laila Pratt for her story 'A Soldier's Boots'. Laila was awarded a beautifully handcrafted pen by local craftsman, Richard Turley and the Syd Hayes Award Perpetual Shield. The shield will be displayed at Moruya High School in recognition of this award.

Mayor's Charity Ball and Local Hero Award

The second Mayor's Charity Ball was held on 1 November 2024 at the Moruya Golf Club. An initiative of Mayor Mathew Hatcher and Eurobodalla Shire Council, the event brought the Eurobodalla community together for dinner and dancing to celebrate the shire's volunteers.

The event supported The Family Place Moruya, with proceeds from the night going to this worthy cause. Sponsored by 2EC, PowerFM and Creative Tech Hub, a highlight of the evening was the announcement of Eurobodalla's 2024 Local Hero Award recipients, Jan Frikken and Maricel Ceniza, for their dedication to the multicultural community through the Eurobodalla Multicultural Group and the Caring Corner Initiative. Established in 2018, the annual Local Hero Award recognises Eurobodalla residents who make outstanding contributions to our community.

Fergus Thomson OAM Heritage Award

The Fergus Thomson OAM Heritage Award, established in 2020, honours the legacy of the late Fergus Thomson OAM, a former shire Mayor dedicated to preserving the cultural heritage of the Eurobodalla region. This annual award recognises projects that contribute to the community's awareness and appreciation of Eurobodalla's rich heritage. Michelle Garcia and Lynne Thomas were awarded the 2024 Fergus Thomson OAM Heritage Award on 23 October 2024, for their song called *Country Comes First*. The song and film clip were born from Narooma Public School's collaborative program, combining local Aboriginal history, language and music to teach students about environmental stewardship and cultural heritage.



Basil Sellers Art Prize

The Basil Sellers Art Prize is an acquisitive biennial award celebrating artistic excellence and supporting creative practitioners. Founded in 2004, thanks to the generosity of businessman, philanthropist and art collector Mr Basil Sellers AM.

This prestigious event showcases Australia's finest 2D artworks in painting, drawing and printmaking, in 2024, the winners were:

- Basil Sellers Art Prize - Lexie Watt, *Windblown trees Bombo Headland*
- Eurobodalla Prize - Natalie Bateman, *Ochre Puddles*
- People's Choice - Wendi Leigh, *Invasion*

Little Sellers Art Prize

The Little Sellers Art Prize, an annual competition for school-aged artists in Eurobodalla, has been fostering young talent since its inception in 2016. This year's theme, 'You're the Voice,' invited participants from years 1 to 12 to explore and express their creativity. With 155 entries received, the competition continues to offer an authentic exhibition experience, showcasing the creativity of local emerging artists.

In addition to celebrating artistic achievement, the Little Sellers Scholarship Program, established in 2022, supports visual art students in years 11 and 12. Funded by art collector and philanthropist Mr Basil Sellers AM, this \$2,000 scholarship aids students in pursuing further education and career development in the arts.

This year's Art Prize winner was Alison Muller and the scholarship was awarded to Sarmaya Te Kowhai.



Environment Calendar

For 27 years, Council has proudly produced an annual environment calendar showcasing the best art from Eurobodalla's Year 4 students.

The theme for the 2025 edition, 'Water' or 'Ngadju' in dhurga saw entries from over 200 students and highlighted the creative contributions of 15 students who helped raise awareness about our local water system and how to use it wisely.

Youth Battle of the Bands

'Currents Battle of the Bands', held in April each year, is a live music competition for young people living in Eurobodalla. The event is a legacy of more than a decade borne out of the youth committee, where local bands, DJs and solo artists perform and compete as part of youth week events. In 2025, six incredible acts battled it out on stage at the RSL Memorial Hall performing before a crowd of approximately 300 people. Train Street from St Peter's Anglican College took out the winning prize taking the trophy from Moruya High.

Citizenship Ceremonies

Council hosted four Citizenship Ceremonies to welcome 61 new citizens to Eurobodalla from all over the world this year. Citizens were welcomed from many different countries of nationality, including Brazil, Britain, the Czech Republic, Germany, Ghana, India, Ireland, Lebanon, Morocco, Nepal, New Zealand, Niue, the Philippines, Scotland, Thailand, the United Kingdom and the United States. Under the *Citizenship Act 2007*, Council assists the Australian Government by hosting citizenship ceremonies for conferees in Eurobodalla.



1

2



Image 1: Katungul Aboriginal Corporation Regional Health and Community Services - Business of the Year at Council's 2025 Eurobodalla Business Awards.

Image 2: Council hosted four citizenship ceremonies during the year, always a highlight on our civic calendar.

4. Our governance

This section outlines how Council is governed and advised, who our Councillors are, the major decisions made, and how the community collaborated with Council throughout the year.

Image: Eurobodalla's nine Councillors - elected in October 2024
- take a seat in the Council Chamber.



Our Council

Eurobodalla Council is a body of nine members who are elected for a four-year term to carry out duties under the provisions of the *Local Government Act 1993* and *Regulations 2021*.

The role of a Councillor is defined in s232 of the *Local Government Act 1993*. The Mayor is popularly elected every four years and the Deputy Mayor is elected by the members of the Council for a period of 12 months.

The elected body is supported by a team of Council staff responsible for bringing policies and changes into effect.

In New South Wales, local government elections are held every four years. Eligible voters elect councillors to their local council.

The Annual Report 2024-25 covers work completed during the term of two Councils, with the current Council being elected in September 2024 and holding their first Council Meeting on 29 October 2024.

Our Councillors

October 2024 to September 2025

- Councillor Mathew Hatcher (Mayor)
- Councillor Anthony Mayne (Deputy Mayor)
- Councillor Laurence Babington
- Councillor Phil Constable
- Councillor Mick Johnson
- Councillor Rob Pollock OAM
- Councillor Amber Schutz
- Councillor Colleen Turner
- Councillor Sharon Winslade

Our Councillors

December 2021 to September 2024

- Councillor Mathew Hatcher (Mayor)
- Councillor Alison Worthington (Deputy Mayor)
- Councillor Tanya Dannock
- Councillor Peter Diskon
- Councillor David Grace
- Councillor Tubby Harrison
- Councillor Anthony Mayne
- Councillor Rob Pollock OAM
- Councillor Amber Schutz

The Mayor is popularly elected every four years and the Deputy Mayor is elected by the members of Council



Councillor Mathew Hatcher
(Mayor)



Councillor Anthony Mayne
(Deputy Mayor)



Councillor Laurence Babington

Councillor Mathew Hatcher (Mayor)

Mobile: 0482 662 708

Email: Mayor@esc.nsw.gov.au

Council terms: 2021-2024 and 2024-Current

With strong links to the hospitality and tourism industries, entrepreneur and small businessman, Councillor Hatcher is a company director and recently a past President and Vice President of the Batemans Bay Business and Tourism Chamber.

In 2020, he was awarded the Eurobodalla Local Hero Award for his life changing efforts during and after the Black Summer bushfires, and later awarded the National Emergency Medal for Service to the Country in recognition of these efforts.

Councillor Hatcher is also the Vice Patron for the Far South Coast Branch of Surf Lifesaving Australia.

Councillor Anthony Mayne (Deputy Mayor)

Mobile: 0482 788 865

Email: clranthony.mayne@esc.nsw.gov.au

Council terms: 2016-2021, 2021-2024 and 2024-Current

Councillor Mayne holds a Bachelor of Business, majoring in Economics and Marketing (Deakin University), a Graduate Certificate in Human Resources (Charles Sturt University) and holds professional memberships in the Australian Institute of Company Directors and as an Accredited Member of the Australian Human Resources Institute.

He is the President of Moruya Red Door Theatre Company Inc., a trustee of the Moruya RSL, and an active member of Broulee Rural Fire Service.

Councillor Laurence Babington

Mobile: 0483 146 416

Email: clrlaurence.babington@esc.nsw.gov.au

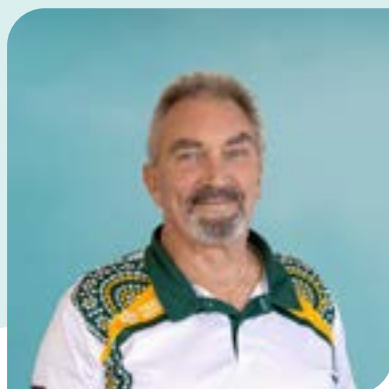
Council terms: 2024-Current

Raised on a farm in Eurobodalla Shire, Councillor Babington has worked for and owned small businesses in the construction and tourism sectors.

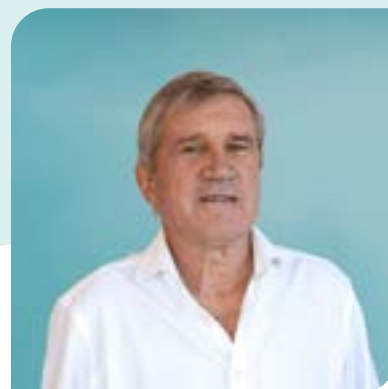
Councillor Babington is currently the Community Liaison Officer for Marine Rescue, and a committee member of River of Art. He enjoys participating in volunteer activities and collaborations with various organisations to support youth camps in the region, including the PCYC.



Councillor Phil Constable



Councillor Mick Johnson



Councillor Rob Pollock OAM

Councillor Phil Constable

Mobile: 0436 930 419

Email: clrphil.constable@esc.nsw.gov.au

Council terms: 2024-Current

Councillor Constable is a business owner and a long-time resident of Narooma. He was elected to Council in 2024, having previously served as a Councillor in the 2016-2021 term.

Councillor Mick Johnson

Mobile: 0428 788 719

Email: clrmick.johnson@esc.nsw.gov.au

Council terms: 2024-Current

Councillor Johnson has been a licensed builder since the early 1980s. He has been designing and building in the Eurobodalla Shire since the mid 1980s and has been the recipient of building awards and was President of the Master Builders Association during the 1990s.

Councillor Johnson is Chairman of the Heritage Advisory Committee and is a council representative on the Aboriginal Advisory Committee.

Councillor Rob Pollock OAM

Mobile: 0482 707 080

Email: clrrob.pollock@esc.nsw.gov.au

Council terms: 1987-Current

Councillor Pollock is a business analyst and has extensive experience in tourism and hospitality from his days as a restaurateur and long term Chair of both the NSW South Coast Tourism Board and Regional Development Australia Far South Coast.

In 2012, he was awarded the Medal of the Order of Australia (OAM) in the Australia Day Honours for service to tourism and to the community of southern New South Wales.



Councillor Amber Schutz



Councillor Colleen Turner



Councillor Sharon Winslade

Councillor Amber Schutz

Mobile: 0482 783 020

Email: clramber.schutz@esc.nsw.gov.au

Council terms: 2021-2024 and 2024-Current

Councillor Schutz holds a Master of Architecture and has worked professionally as an architect in regional areas for over 13 years.

Passionate about wildlife, she has been a member of Wildlife Information, Rescue and Education Service (WIRES).

Councillor Colleen Turner

Mobile: 0472 616 799

Email: clrcolleen.turner@esc.nsw.gov.au

Council terms: 2024-Current

Councillor Turner is a Fellow of the Australian Psychological Society and has 30 years of experience working in community services managing programs for children and families, youth and aged care. She has worked in local government, federal government and a range of not for profit organisations including multicultural and Indigenous led organisations.

Councillor Turner has a long term passion and experience in the housing sector including 20 years as the Chair of a Housing Organisation and is a member of the Greens Party. She is active in the support group for Greens Councillors across NSW.

Councillor Turner supports her elderly stepmother and is a member of Knitting Nanas – an environmental group – and of the recently formed Eurobodalla section of the National Parks Association.

Councillor Sharon Winslade

Mobile: 0407 113 185

Email: clrsharon.winslade@esc.nsw.gov.au

Council terms: 2024-Current

Councillor Winslade's career spans the private and public sectors, including as a small business owner providing niche consulting services to companies undertaking research and development projects. She has worked as strategic projects executive and company secretary for an ASX listed entity. In the Federal Public Service, Councillor Winslade managed legislation, policy and program units and represented the Commonwealth on governance boards for large state water infrastructure projects.

Councillor Winslade holds a Bachelor Applied Economics/Management, a Graduate Diploma in Governance of ASX Listed Entities and a Diploma in Project Management. She is also a Graduate – Australian Institute of Company Directors.

Councillor Winslade is associated with the Southern Health and Sustainability Alliance, Repurposing for Resilience Eurobodalla and Friends of the Eurobodalla Regional Botanic Garden.

Councillor allowances and expenses

Allowances

The NSW Local Government Remuneration Tribunal is responsible for categorising councils and determining allowances to be paid to councillors and mayors in each category. There is normally an increase in the recommended allowance each year. Eurobodalla Shire Council's Mayor received \$104,682 for the 2024-25 financial year. See tables below for Councillor allowances across both the current and previous terms of Council.

Expenses

In addition to the annual allowance, Council also covers some of the expenses incurred by Councillors in the performance of their official duties. These expenses include the provision of iPads, mobile phones, travel and accommodation, catering and other items and activities directly related to Council business. The adopted policy for the payment of mayoral and councillor allowances can be found on Council's website.

Mayoral and Councillor allowances expenses 2024-25 (October 2024-June 2025)

Councillor	Allowance	Professional development	Conference/ seminar	Phone/ internet	Other (incl travel)	Total
Clr Mathew Hatcher (Mayor)	\$78,521	\$6,537	\$3,472	\$592	\$1,946	\$91,068
Clr Anthony Mayne (Deputy Mayor)	\$22,551	\$659	\$1,360	\$376	\$2,530	\$27,476
Clr Laurence Babington	\$22,551	\$859	-	\$381	\$1,946	\$25,639
Clr Phil Constable	\$22,551	\$231	\$262	\$377	\$4,036	\$27,457
Clr Mick Johnson	\$22,551	-	\$1,610	\$377	\$8,311	\$32,849
Clr Rob Pollock	\$22,551	-	\$5,047	\$204	\$3,278	\$31,080
Clr Amber Schutz	\$22,551	-	\$766	\$376	\$1,946	\$25,639
Clr Colleen Turner	\$22,551	\$11,853	-	\$349	\$3,068	\$37,821
Clr Sharon Winslade	\$22,551	\$420	-	\$377	\$1,946	\$25,294
Total	\$258,930	\$20,559	\$12,517	\$3,410	\$29,007	\$324,421

Mayoral and Councillor allowances expenses 2024-25 (July 2024-September 2024)

Councillor	Allowance	Professional development	Conference/ seminar	Phone/ internet	Other (incl travel)	Total
Clr Mathew Hatcher (Mayor)	\$26,161	-	\$679	\$128	\$54	\$27,023
Clr Alison Worthington (Deputy Mayor)	\$6,199	-	-	\$92	\$54	\$6,345
Clr Tanya Dannock	\$6,199	-	-	\$127	\$54	\$6,381
Clr Peter Diskon	\$5,560	-	-	\$127	\$54	\$5,741
Clr David Grace	\$6,199	-	-	\$127	(\$5)	\$6,322
Clr Tubby Harrison	\$6,199	-	-	\$57	\$54	\$6,310
Clr Anthony Mayne	\$6,199	-	-	\$128	\$96	\$6,424
Clr Rob Pollock	\$6,199	-	-	\$70	\$323	\$6,592
Clr Amber Schutz	\$6,199	\$600	-	\$128	\$54	\$6,982
Total	\$75,114	\$600	\$679	\$985	\$740	\$78,120

Representing residents and ratepayers

Councillors provide community leadership and guidance, channel communication between the community and Council, and consider the issues facing Eurobodalla. This means balancing the needs of the community and the needs of individuals, considering the long and short-term implications of decisions and ensuring that ratepayers' money is allocated in the most effective way.

While individual councillors may consult with their constituents and advocate on their behalf, it is only as a collective that they can make decisions affecting Eurobodalla. A decision of Council, which requires a majority vote at a Council meeting, is known as a resolution.

Role of Mayor, Deputy Mayor and Councillors

Councillors are expected to represent the community's views and make decisions in its best interest. *The Local Government Act 1993* defines the role of the Mayor (s226), Deputy Mayor (s231), and Councillors (s232).

The role of the mayor is to:

- Lead Council meetings, ensuring compliance with the *Local Government Act 1993*.
- Provide leadership and direction to the community, representing the residents' interests, concerns and aspirations.

- Engage in civic and ceremonial responsibilities, including representing the Council at community events and official functions.
- Serve as the Council's primary representative, conveying Council decisions and policies to the public and media.
- Collaborate with the General Manager and Council staff to ensure Council decisions are effectively implemented and the Council's functions are efficiently carried out.
- The Deputy Mayor performs the functions of the Mayor as required, including during the Mayor's absence or as delegated.

The role of councillors is to:

- Represent the interests, concerns and aspirations of electors, ratepayers, and residents within the shire.
- Provide leadership and direction, helping to shape and support the community's development and wellbeing.
- Serve as a bridge between the community and the Council, ensuring effective communication and understanding.
- Actively participate in the Council's decision-making processes, contributing to discussions and decisions at Council and committee meetings.
- Make every effort to acquire and maintain the skills needed to perform the role of a councillor.

Code of Conduct

Council's Code of Conduct sets clear standards of behaviour for all councillors, staff and committee members, promoting integrity, transparency and accountability. It ensures that all representatives act in accordance with ethical principles, comply with relevant legislation and maintain public trust in local government. Regular training and strict adherence to the Code underpin our commitment to maintaining high standards of governance and conduct.

The Model Code of Conduct for Local Councils in NSW and the Procedures for the Administration of the Model Code of Conduct for Local Councils in NSW are prescribed under the Local Government Act 1993 and the Local Government (General) Regulation 2005.

The Model Code is currently under review by the Office of Local Government with an update expected during 2025-26.

Council meetings

Our formal decision-making processes are conducted through Council meetings, which provide an opportunity to address issues and consider community feedback.

All Council meetings are carried out in accordance with Council's Code of Meeting Practice. Council's meeting schedule, agendas and minutes are available on our website, along with speaker presentations and Council's responses.

The General Manager has statutory and operational delegations and is responsible for the day-to-day management of the organisation.

Community involvement

Meetings are open to the public, and community members are actively encouraged to attend. Community members can address Councillors during Public Forum or Public Access.

Public Forum provides an opportunity for community members to talk on agenda items. Public Access sessions provide an opportunity for community members to address Council on issues that are not listed on an upcoming agenda.

Participation in Council meetings, Public Forum and Public Access is promoted through Council's platforms and local media. Agenda highlights are posted to social media, followed by a Mayor's wrap after each meeting.

Corresponding with Councillors

Community members can write to councillors at:

- email: council@esc.nsw.gov.au
- post: Eurobodalla Shire Council PO Box 99, Moruya NSW 2537

Correspondence received at these generic addresses is distributed by Council's records staff to the Councillors and staff specified by the sender. All correspondence or emails sent to Council addresses become official records.

Council activities

- 11 Council meetings were held
- 18 community members addressed Council during 11 Public Access sessions
- 51 community members spoke in 11 Public Forum sessions on agenda items

Councillor meeting attendance

Current Council – from October 2024

Councillor	Meetings Attended	Apologies
Clr Hatcher (Mayor)	8	-
Clr Mayne (Deputy Mayor)	8	-
Clr Babington	7	1
Clr Constable	7	1
Clr Johnson	5	3
Clr Pollock OAM	7	1
Clr Schutz	8	-
Clr Turner	8	-
Clr Winslade	8	-

Previous Council – July 2024 to September 2024

Councillor	Meetings Attended	Apologies
Clr Hatcher (Mayor)	3	-
Clr Worthington (Deputy Mayor)	2	1
Clr Dannock	2	1
Clr Diskon	3	-
Clr Grace	3	-
Clr Harrison	2	1
Clr Mayne	3	-
Clr Pollock OAM	3	-
Clr Schutz	3	-

Council meeting broadcasts

Council provides live streaming of meetings via our website. Each live stream is tested both the day before and the morning of the meeting to ensure the technology is working properly. In addition to the minute secretary taking minutes, there is also an IT support officer observing the meeting. They are available during the live stream to ensure it runs uninterrupted.

Live and archived views of Council meetings

Month	Live Views	Archived Views	Total Views
July	140	204	344
August	98	140	238
September	64	70	134
October	172	136	308
November	591	398	989
December	254	159	413
January (no meeting held)	-	-	-
February	259	238	497
March	181	307	488
April	112	127	239
May	216	146	362
June	181	145	326
Total	2,268	2,070	4,338

Speaking on behalf of the community

Council continued to show strong leadership and resolve in its advocacy on behalf of the community. Council actively worked with the NSW and Australian governments, neighbouring councils and by participating in a variety of committees and campaigns to improve community life. Councillors have represented Council at conferences and have raised, considered and discussed ways forward on pressing community issues. Solid relationships with local members of parliament and their staff ensure our community's unique interests are well represented and advocated for.

Advocacy letters from Council

- Regional Express Airline (Rex) – advocating for support to keep the airline open with continued service to and from Moruya airport.
- Advocacy requesting support for further funding of actions as identified in the Coastal Management Programs including the dredging of the Clyde River as a matter of urgency.
- Advocacy for local radiology services at the new Eurobodalla Regional Hospital.
- Advocacy to implement, as soon as possible, the recommendations of the parliamentary inquiry into NSW Rural Fire Service (RFS) funding, assets and premises.

Submissions made by Council

No submissions were made by Council during 2024-25.

Conference attendance

- Councillor Hatcher and Councillor Mayne attended the National General Assembly Conference of Local Government in June 2025.
- Councillor Hatcher attended the National General Assembly Conference of Local Government in July 2024.
- Councillor Schutz attended the South East Australian Transport Strategy Inc (SEATS) Conference.

Councillor professional development

Councillors are required “to make all reasonable efforts to acquire and maintain the skills necessary to perform the role of a councillor” (*Local Government Act 1993*). During the year:

- The Councillor Induction Program and Welcome Series 2024 was provided to all current Councillors in October 2024.
- NDIS Worker Orientation Module: 'Quality, safety and you' was completed by all current Councillors in January 2025.
- Councillor Turner attended the Australian Institute of Company Directors Course in March 2025.
- Councillor Turner attended Suicide Prevention Training in March 2025.
- Councillor Hatcher completed an Executive Certificate for Elected Members.

Council briefings and bulletins

In the alternate weeks to Council meetings, Councillors attended briefing sessions with the General Manager and Executive Leadership Team. These briefings were an opportunity for Councillors to receive further information to assist them in performing their role and achieving the best outcomes for the community. 18 Councillor Briefings were held during the year.

Councillors also received a weekly bulletin that highlighted operational issues addressed by staff, links to the Office of Local Government circulars, Planning and Infrastructure circulars, and updates from the Canberra Region Joint Organisation. 46 bulletins were issued during the year.

Councillors receive all media releases and newsletters distributed by Council staff.

Committees of Council

Council involves local residents in its operations and decision-making through the use of committees. There are three types of committees:

- advisory committees, whose membership may include experts, professionals, government employees, community representatives and Council staff, as well as Councillors.
- community committees, which are delegated by Council to perform certain functions, such as managing a public hall or other property.
- committees external to Council, which are attended by Councillors and/or Council staff on behalf of the community.

Council's Advisory Committees provide advice to Council on a range of issues and offer a valuable opportunity for information exchange with our community. Each committee has at least one Councillor representative and a range of other community representatives. Council had seven active Advisory Committees during period 2024-25.

At the Council meeting in December 2024, Council deferred the formation of the Public Art Advisory Committee with six active advisory committees currently in place.

In June 2025, Council established a Visitor Economy Advisory Committee (replacing the Visitor Economy Working Group).

Aboriginal Advisory Committee

The Eurobodalla Aboriginal Advisory Committee (EAAC) aims to promote the importance of Aboriginal culture within Eurobodalla. It advises and makes recommendations to Council on matters that are of importance to the local Aboriginal community.

Current Representatives: Councillor Mick Johnson (Delegate) and Councillor Laurence Babington (Alternate)

Representatives (July to September 2024): Councillor Alison Worthington and Councillor David Grace

Audit, Risk and Improvement Committee

The Audit, Risk and Improvement Committee (ARIC) to Council plays a pivotal role in our governance framework. The ARIC provides independent assurance and assistance to the Council on risk management, control, governance and external accountability responsibilities.

Current Representatives (April to June 2025):
Councillor Sharon Winslade and Councillor Phil Constable (Alternate)

Representatives (July to September 2024):
Councillor Tubby Harrison and Councillor David Grace

Disability Inclusion Advisory Committee

The Disability Inclusion Advisory Committee supports the delivery of Council's Disability Inclusion Action Plan (DIAP) and helps Council review and identify disability access and equity issues.

Current Representatives: Councillor Amber Schutz (Chair) and Councillor Sharon Winslade (Alternate)

Representatives (July to September 2024):
Councillor David Grace and Councillor Alison Worthington

Coastal and Environmental Management Advisory Committee

The Coastal and Environmental Management Advisory Committee provides feedback to Council about coastal and flood management and includes representatives from community groups, government agencies and the local scientific community.

Representatives (December 2024 to March 2025)*: Councillor Sharon Winslade (Chair) and Councillor Colleen Turner (Delegate)

Representatives (July to September 2024):
Councillor Alison Worthington and Councillor Amber Schutz

Heritage Advisory Committee

The Heritage Advisory Committee advises Council staff, the Heritage Advisor, and the Council on matters relating to the ongoing implementation of the Heritage Strategy.

Current Representatives: Councillor Mick Johnson (Delegate) and Councillor Amber Schutz (Alternate)

Representatives (July to September 2024):
Councillor Amber Schutz (Chair)

Climate Change Advisory Committee

The Climate Change Advisory Committee provides advice to Council and the community about how to effectively deliver the actions set out in the Climate Action Plan. The committee also identifies and advises on emerging climate issues and opportunities.

Current Representatives (December 2024 to March 2025)*: Councillor Colleen Turner (Chair) and Councillor Sharon Winslade (Alternate)

Representatives (July to September 2024):
Councillor David Grace and Councillor Alison Worthington

Public Art Advisory Committee**

The Public Art Advisory Committee provided expert cultural and artistic advice and guidance to Council and staff on planning public art and related matters.

Representatives (July to September 2024):
Councillor David Grace (Chair) and Councillor Amber Schutz (Alternate)

*At the March 2025 Ordinary Meeting of Council it was resolved to amalgamate the Coastal and Environmental Management Advisory Committee and the Climate Change Advisory Committee, to form a single advisory committee termed the Climate and Environment Advisory Committee (CEAC). The committee provides feedback to Council about issues such as: biodiversity, natural hazards and resilience planning, climate change adaption, flood and coastal management, and other themes from the Climate Action Plan.

**Note: the formation of the Public Art Advisory Committee has been deferred by the current Council.

Visitor Economy Advisory Committee

The Visitor Economy Advisory Committee works collaboratively with Council to advise on, support, and help implement key priorities from the Eurobodalla Destination Action Plan 2023-2028. The committee also plays a vital role in raising awareness of the value of tourism - both within industry and across the wider community - by championing sustainable practices and visitor experiences that enhance the region's appeal.

Current Representatives (June 2025 to current):
Councillor Amber Schutz (Delegate) and
Councillor Sharon Winslade (Alternate).

External committees

Councillors may also attend a range of committees external to Council to share ideas, provide feedback and inform Council decisions. These include:

- Canberra Region Joint Organisation (CRJO)
- Eurobodalla Bushfire Management Committee
- Eurobodalla Local Traffic Committee
- Floodplain Management Association of NSW
- South East Arts (SEA) Committee
- South East Australian Transport Strategy Inc (SEATS) Committee
- Batemans Marine Park Advisory Committee (Ministerial appointment)
- Gulaga Board of Management (Ministerial appointment)
- Regional Development Australia, Far South Coast (Ministerial appointment)
- Visitor Economy Working Group

Council Representation on External Committees

Current Representatives:

- Mayor Hatcher is a delegate on the Canberra Region Joint Organisation and Country Mayor Board.
- Councillor Babington is a delegate on the Eurobodalla Local Traffic Committee and the Gulaga Board of Management.
- Councillor Constable is a delegate on the Floodplain Management Association of NSW and is a member of the Eurobodalla Bushfire Management Committee.
- Councillor Schutz is a delegate on the South East Australian Transport Strategy Inc Committee, the alternate for the Eurobodalla Local Traffic Committee and the second representative on the Joint Regional Planning Panel as well as a Member of the Visitor Economy Working Group.

Representatives (July to September 2024):

- Councillor Schutz was a delegate of the Eurobodalla Local Traffic Committee, Eurobodalla Bushfire Management Committee, Floodplain Management Association of NSW, Batemans Marine Park Advisory Committee (Ministerial appointment) and Joint Regional Planning Panel.
- Councillor Worthington was a member of Batemans Marine Park Advisory Committee (Ministerial appointment).
- Councillor Mayne was a delegate on the South East Australian Transport Strategy Inc (SEATS) and Gulaga Board of Management (Ministerial appointment).
- Councillor Grace was a delegate on the South East Arts Committee.

Guiding Council's governance

Overseeing agencies

The Eurobodalla Shire Council operates under the oversight of several key agencies, including the Office of Local Government (OLG), NSW Ombudsman, and Independent Commission Against Corruption (ICAC). We acknowledge the authority of these agencies and adhere to their guidance. This ensures that our operations and practices align with the highest standards of conduct, integrity, and accountability. Our commitment to transparency and ethical governance is reinforced by our proactive engagement with these agencies for advice and oversight when necessary.

Public interest disclosures

Council is committed to upholding the aims and objectives of the *NSW Public Interest Disclosures Act 2022*. We recognise the critical role this legislation plays in empowering all individuals engaged with Council, including employees, councillors, and contractors to confidently report wrongdoing without fear of reprisal. By encouraging a 'speak up' culture of transparency and accountability, Council ensures that those who disclose misconduct are supported, reinforcing a strong ethical framework for public service.

During 2024-25, one Public Interest Disclosure was reported. For more information, refer to the Local Government requirements section of this report.

Public access to information

Government Information (Public Access) Act 2009 s 125(1)

Government Information (Public Access) Regulation 2018, cl 8, schedule 2

Responding to requests made under the *Government Information (Public Access) Act 2009* (GIPA Act), is an essential component of transparent and accountable governance. Under the GIPA Act, we encourage the proactive public release of government information. Information is proactively shared with the public on Council's website and in various other ways. A range of information is released informally to the public by Council on a regular basis by staff across the organisation. The public have an enforceable right to access government information by way of open access information, informal release, and

formal access applications. We encourage and assist the public to utilise the open access and informal release pathways wherever possible.

Formal access applications are generally only required when access to information is not available via the open access or informal release pathways. Access to information is only restricted when there is an overriding public interest consideration against disclosure, as clearly defined within the GIPA Act.

Council must decide valid formal access applications made under the GIPA Act within the decision period of 20 working days from validation, except where an extension of time is provided by the GIPA Act, or otherwise agreed upon with the Applicant.

During 2024-25 Council received and dealt with 1 invalid and 13 valid formal access applications under the GIPA Act. 12 applications were determined within the required statutory decision period. Four formal access applications were withdrawn by the applicant. Information was released informally to six applicants, after determining that a formal access application was not required. Two applications received late in the 2023-24 reporting period were carried over and determined in 2024-25. Council also provided information in response to 362 applications for property-related information, via the informal release pathway.

Strengthening governance

Risk and assurance

Council continued its focus on an organisation-wide approach to risk and assurance services during the year. A risk assurance review and a review of the register of strategic risks and operational risks is in progress and will be completed during 2025-26 including an updated risk policy and enterprise risk management framework. Council's Audit, Risk and Improvement Committee are involved in the process.

Council has progressed with implementation of specialist risk management software, Lighthouse by Torque, with this project expected to be completed during 2025-26.

Audit, Risk and Improvement Committee

New guidelines from the Office of Local Government regarding Audit, Risk and Improvement Committee's (ARIC) took effect from 1 July 2024. The ARIC guidelines strengthen the independence of the committee and ensure the continuity of the three mandatory governance mechanisms (audit, risk and improvement) that are key to ensuring councils are doing things the best way they can for their communities. ARIC membership was resolved by Council through the adopted Terms of Reference in April 2024 to have an independent Chair and three independent members. In accordance with the guidelines and adopted Terms of Reference, Council recruited a new ARIC during 2024-25 comprising three independent members including the Chair. One independent member position remains open at present.

In April 2025, Council resolved to add a non-voting Councillor member as allowed under the guidelines.

- Chair (appointed August 2024) : Grant Doran
- Independent members (appointed October 2024) : Jodi Keast, Nick Derera
- Non-voting Councillor member (appointed April 2025): Councillor Sharon Winslade (Councillor Phil Constable as alternate)

ARIC activities during 2024-25 included:

Audit

- The Audit Engagement Plan and the audit of Financial Statements for year ended 30 June 2024
- Review of investment activity and the quarterly budget reviews
- Internal audit plan update
- Status reviews of open internal audit items
- Commenced new internal audit on developer contributions

Risk

- Review of Council's strategic risks
- Updates on major projects including the Southern Water Storage Facility

Improvements

- Adoption of the 2025-35 Resourcing Strategy, 2025-29 Delivery Program, and 2025-26 Operational Plan including the 2025-26 Fees and Charges
- Review of finance policy updates

Guiding strategies

Council adopted two key guiding strategies in 2023-24 – the Finance Strategy 2024-28 and the Grants Strategy 2024-28 which were developed in response to the 2022 independent financial health check recommendations.

During 2024-25 these strategies continued to underpin Council's finance-led and delivery focused approach to delivering its services to the community and improving governance outcomes.

Council's Finance Strategy 2024-28 seeks to deliver the long-term financial sustainability of Council through the implementation of 12 priority actions supporting financial resilience, prudent asset management and accountability.

The Grants Strategy 2024-28 outlines the strategic approach that Council will take to determine the suitability to advocate for, apply for, and administer grant funds. Recommendations and actions within this Strategy align with Council's Finance Strategy. It calls for enhanced oversight of grant funded projects, improved governance for the administration of grant funding and aims to reduce risk of seeking funding for projects that are unsuitable, unachievable or that place an ongoing financial burden on Council and ratepayers.

Collaborative governance

Together, we are neighbours, allies, and advocates for Eurobodalla. Community members can share their ideas and connect with Councillors in several ways:

- Councillor Catch Ups - these gatherings are held at different locations across the shire each month.
- Writing to councillors at the council email address or sending correspondence via mail.
- Public Forum - held before each Council Meeting, this is an opportunity to speak to the Council about any business on the agenda.
- Public Access - held on the first Tuesday of each month, resolved in October 2024 to move to the second Tuesday of each month from February 2025 onwards, this is an opportunity to present to the Council on any Council-related matter.

In addition to formal committees, reference groups, public access and public forums, Council continued its proactive approach to consulting and engaging with our stakeholders, including our local residents, community groups, service providers, businesses, organisations and other levels of government.

These conversations and information exchanges are guided by the principles in our Community Engagement Strategy, which was revised in 2024-25. Here are some collaboration highlights from the year:

Batemans Bay Masterplan

The draft Batemans Bay Masterplan aims to stimulate economic development, consider infrastructure requirements, provide housing diversity and affordable options, enhance community wellbeing, and respond to climate change impacts. These objectives will help guide the way to a vibrant, sustainable, resilient community, that is prepared for future growth and development.

The draft masterplan was placed on public exhibition from 14 April 2025 to 30 June 2025 during which time the community had the opportunity to submit their feedback about the draft masterplan.

During the public exhibition period, Council hosted a pop-up shopfront in Batemans Bay that allowed community members to visit Council staff in person to ask questions and provide their feedback and insights in relation to the draft masterplan.

Additionally, a short survey invited community members to share their views on what a beautiful coastal town and building looks like, helping shape the master planning of Batemans Bay. The survey opened in April and closed on the 30 June 2025.

Council utilised these various methods of consultation to ensure all community members had access and opportunity to provide their feedback on the draft masterplan which will shape the future of Batemans Bay for generations to come.

Partnering with local schools

Council is excited to be bringing civic education to life, partnering with schools from across Eurobodalla to enrich the learning experience and connect students with our elected members.

In March 2025, Year 4 students from St Mary's Primary School in Moruya visited the Council chambers for a mock Council meeting chaired by Mayor Mathew Hatcher.

A team of six "concerned community members" presented ideas for things they would like to see changed or implemented in our community. Another eight students sat on council and asked thoughtful questions in response. This was a valuable learning experience for these young students who are transitioning towards leadership roles in their school and ensures we are working collaboratively to build future community leaders.

Other opportunities Council offers to local schools include:

- Guided tours of Council's main administration building and facilities
- Youth public access sessions chaired by the Mayor
- Information sessions tailored to school curriculum
- Mayor attendance at school events such as award assemblies, graduations and teacher vs student sport events



Image: Year 4 students of St Mary's had a blast at one of our mock public access sessions.

Our new Community Engagement Strategy

The Community Engagement Strategy is one of the ways that Council is informed of different perspectives, potential solutions and information before making decisions. Council engages with the community using a variety of formal and informal techniques. These engagement activities are guided by Council's Community Engagement Strategy.

During 2024-25, Council undertook a review of our Community Engagement Strategy. The strategy contains two main sections:

- Part one - the Community Engagement Strategy
- Part two - the Community Participation Plan

The strategy supports the development of Council's plans, policies, programs and key activities and was developed following a review of Council's existing Community Engagement Strategy 2022 to ensure it aligned with best practice considerations and contemporary standards for councils.

The Community Engagement Strategy 2025-29 was informed by Council's existing Community Engagement Strategy 2022, from feedback received during the recent Eurobodalla Community Strategic Plan consultation activities, and by community research and feedback.

The strategy sets out the following principles to guide engagement in Eurobodalla:

- Inclusive and accessible
- Transparent and effective communication
- Authentic and responsive engagement
- Collaborative partnerships

The Community Participation Plan (CPP) is a plan that establishes when and how the community can participate in planning decisions. A primary objective of the plan is to ensure Council's community engagement in the planning process is consistent and clear. The CPP outlines when exhibition or notification is required for a development application.

Following a period of public exhibition, and taking into consideration any submissions made by the community, the Community Engagement Strategy was adopted by Council at the ordinary Council meeting in February 2025.

Councillor Catch Ups

Councillor Catch Ups are a Councillor-led initiative that started in April 2022, with Mayor Hatcher commenting, “We want to make sure we’re giving the community what they’ve asked for, and that is, that we’re listening to them.”

Due to 2024-25 being an election year and Council operating in ‘caretaker mode’ for a period of time, Councillor Catch Ups were put on hold until May 2025. Since then, the catch ups have continued across Eurobodalla, rotating between towns on the third Wednesday of the month. The community is invited to turn up for an informal chat which gives residents and stakeholders the opportunity to meet with their Councillors in a community setting where they can raise issues, provide feedback and ask for information. The wrap ups of each session are featured on the Council website so the community can stay up to date with the issues discussed.

In 2024-25, two catch ups were held across Eurobodalla including:

- Nelligen in May
- Batemans Bay in June

Communication by the numbers

- 19,357 Facebook followers – posts seen by 290,000 accounts per month on average
- 3,192 Instagram followers
- 2,214 LinkedIn followers
- 265,774 views of Council website
- 2,749 Council News subscribers – up by 10% this year
- 69 media releases distributed



265,774 views
of Council website



3,192 followers
on Instagram



2,749 subscribers
to Council News - up
by 10% this year



Image: Councillor Catch Ups are a popular way for residents to connect with their elected representatives in an informal setting. Crs Sharon Winslade, Amber Schutz, and Colleen Turner are pictured.

5. Our people

The staff of Eurobodalla Shire Council are led by our Executive Leadership Team which is made up of the General Manager and senior leaders.

Section 335 of the *Local Government Act 1993* explain the functions of the General Manager. The General Manager has statutory and operational delegations from Council and is responsible for the day-to-day management of the organisation.

Our organisation

Eurobodalla Shire Council is one of the region's largest employers. Our workforce consists of skilled and professional people who value Eurobodalla and are invested in its future, and the delivery of quality services to our community.

The knowledge, skills, innovation and commitment of Council staff continues to be a driving force behind many of our achievements this year.

Our staff are led by the General Manager and Directors and are supported by Divisional and Corporate Managers. Together, they are responsible for various community facing services, or internal services that provide support to the organisation.

The General Manager oversees Council's four directorates:

- Infrastructure Services
- Planning and Environment
- Community, Arts and Recreation Services
- Finance and Corporate Services

In addition to these directorates, the General Manager, via the Chief Operating Officer, also oversees customer service, tourism, economic development, events, grants, communications, as well as legal counsel and people and safety.



Mark Ferguson



Kathy Arthur



Graham
Attenborough



Gary Bruce



Stephanie Speedy

Our senior staff

Mark Ferguson

Interim General Manager

Mark was appointed to the position of Interim General Manager in April 2025. Mark is a highly experienced General Manager in the local government sector with significant experience leading Sydney councils Pittwater and Northern Beaches as well as Coffs Harbour City Council. Mark holds a Masters of Science in Coaching Psychology and an Executive Masters of Business Administration and brings to Eurobodalla years of experience working for local communities. Mark has also committed his time and expertise as current Chairman of the Local Government Professionals A R Bluett Trust and is President and Chairman of not for profit aged care provider United Protestant Association (UPA) of NSW Ltd.

Kathy Arthur

Director of Community, Arts and Recreation Services

Kathy's local government experience spans more than 30 years. She worked for Sutherland, Rockdale and Liverpool councils before joining Eurobodalla in 1997. Among other roles, Kathy has managed the shire's libraries and the community service division before her appointment to the Director's role in 2013. Kathy holds a Bachelor of Arts, along with graduate diplomas in education, and library and information services.

Graham Attenborough

Director of Infrastructure Services

Graham's career over the past 30 years has been in both the private sector and government, including overseas. With a degree in civil engineering, the majority of his roles have been in the water sector, managing operations and delivering infrastructure projects. Since returning to Australia about 15 years ago, Graham has worked in a number of state government entities, with local government as a customer or stakeholder.

Gary Bruce

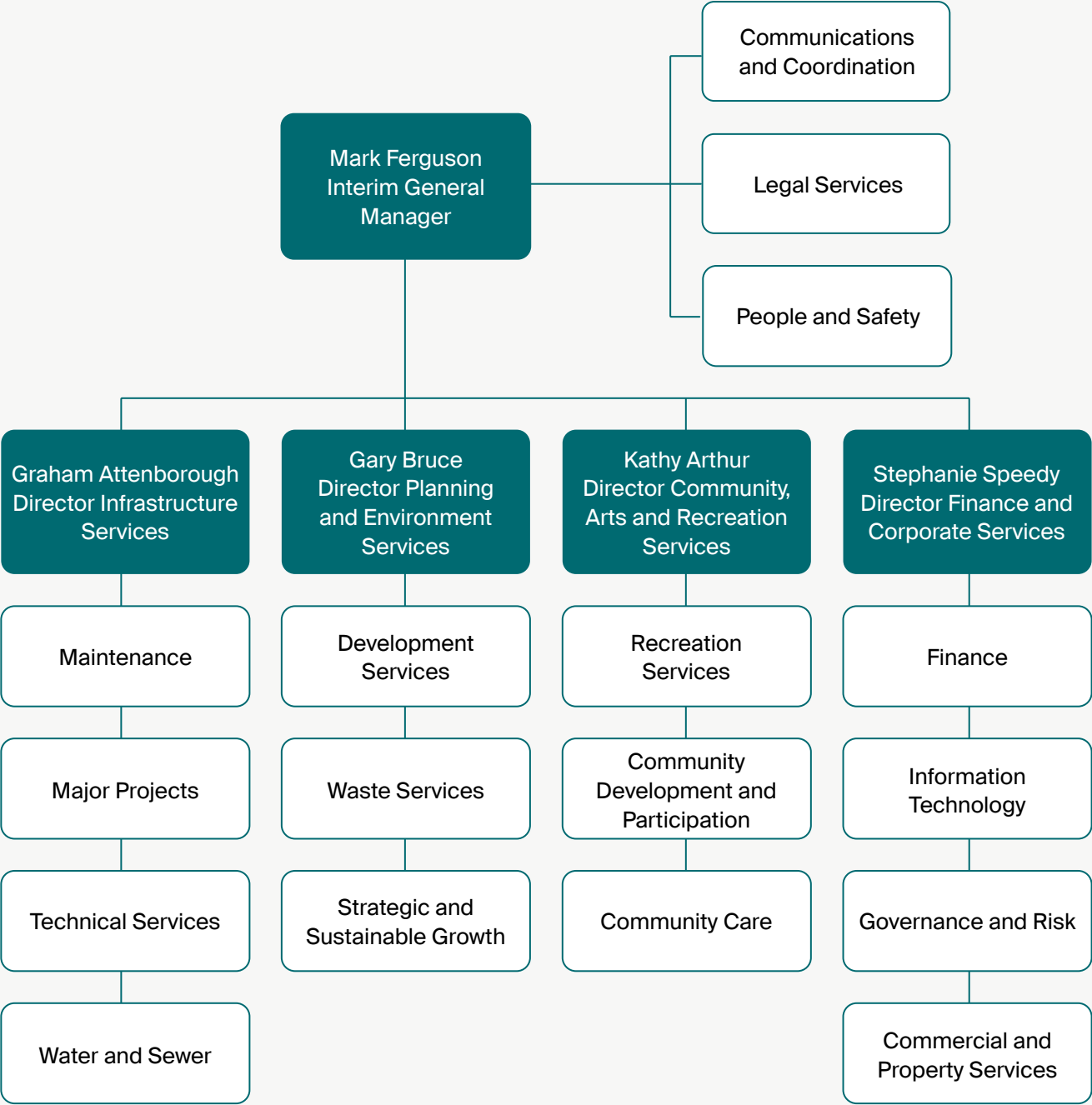
Director of Planning and Environment

Gary has a Master in Environmental and Local Government Law in addition to his urban and regional planning qualifications. Gary's career with Eurobodalla Shire Council began with his appointment to the Divisional Manager Development Services role in 2015. This followed a planning career with regional councils in western New South Wales and a stint in the private sector. Gary's vision for the directorate is one of excellence in customer service, a return to core planning functions, and a proactive, people-centred approach to planning, compliance and services.

Stephanie Speedy

Director of Finance and Corporate Services

Stephanie is a chartered accountant with 20 years' experience in the private and public sectors. She holds degrees in both law and commerce and has a substantial background in change management and continuous improvement. Stephanie has more than 15 years financial and management accounting experience in Europe, the UK, Australia and New Zealand across top tier accounting firms, global retail companies and leading property organisations. Stephanie commenced her local government career with Eurobodalla Shire Council in January 2017 and has successfully managed a number of financial functions prior to her appointment as Director.



Delivering services for our community

Our employees bring a wide range of industry experience to deliver essential services. These include:

General Manager

- Grants and Advocacy: seek funding opportunities to support Council's future aspirations.
- Customer Service and Records: customer contact centre, switch and records management.
- Events: event support and attraction.
- Tourism: visitor information and tourism industry partnership.
- Economic Development: business development and place activation.
- Communications: communicates with the community and media.
- Legal Counsel: legal advice and representation for Council.
- People and Safety: human resource recruitment and management, workplace health, safety and wellbeing.

Infrastructure services

- Works: construction and maintenance of roads, bridges, pathways, car parks, marine infrastructure, streetscaping, parks and reserves.
- Technical Services: infrastructure design, asset management, project management.
- Water and Sewer: plan for and manage the shire's water and sewer assets including transport, treatment, stormwater and flood management, construction of new infrastructure.
- Emergency Management: functions of Council's local emergency management officer.

Planning and Environment

- Development and Compliance: development assessment, building and plumbing compliance, development engineering, development administration, food and OSSM inspections, companion animal and ranger services, water quality and other environmental health functions.
- Waste Services: landfill and transfer station operations, infrastructure improvements and capital works, domestic waste, recycling and organics collection, waste minimisation and education.
- Strategy and Sustainability: land-use planning, coastal and floodplain management, natural environment planning, heritage planning, sustainability and climate action.

Community, Arts and Recreation Services

- Parks and Recreation Services: recreation planning, facilities and sportsground management, maintenance, and bookings, sports participation support, swimming centres, professional lifeguards, public amenities and landscape maintenance.
- Community Development and Participation: children, youth, arts and library services.
- Community Care: community transport, seniors social support and sector support programs.

Finance and Corporate Services

- Finance: financial management of Council, including financial statements, budgeting and forecasting, procurement, fleet, levying of rates and annual charges.
- Integrated Technology Services: develop and maintain secure information and communication knowledge and systems, including cyber security and incident response management across Council.
- Governance and Risk: corporate governance, risk management and insurance services, access to information, integrated planning and reporting.
- Property and Commercial Services: property acquisitions and disposals, leases and licences for Council and Crown land, Eurobodalla Regional Botanic Garden, Moruya Airport, Batemans Bay Beach Resort and Council's three campgrounds.

Our values

Eurobodalla Shire Council actively promotes its values and encourages the recognition of behaviours that align with these principles throughout the workplace. Our values are:

We are collaborative

We ask for and share ideas, insights and knowledge. We find strength and reward in working together.

We are respectful

We show respect and compassion to each other and our community. When there are issues, we go to the source.

We show team spirit

We nurture and value our relationships, bringing out the best in each other.

We are professional

We act with integrity, take pride in our work and always think first of our community. We aim for excellence in all that we do.

We are open and trusting

We are upfront and sincere and trust our colleagues to respect our honesty and vulnerability. We look for the best in people and expect that in return.

Council staff have embedded the values into their everyday tasks and contact with each other and the community...it's the way we do things around here.



Our people

Workforce profile

As at 30 June 2025



535 employees

43% female

57% males



18.6%

permanent staff
turnover rate



9 females in
leadership roles

11 males in
leadership roles



9 apprentices

11 trainees

3 cadets

73 Casuals



8 years

average service



Over 700 volunteers

Living and working in Eurobodalla Shire

Overall, there are over 600 staff living and working within our beautiful Eurobodalla region. As at 30 June 2025, our workforce comprised of 535 staff, made up of 409 permanent, 97 part time and 29 temporary employees—43% female and 57% male—with an average tenure of eight years, supported by over 700 dedicated volunteers. We are proud to have nine female and 11 male senior leaders, along with nine apprentices, 11 trainees, and three cadets contributing to our future capability. With an 18.6% permanent staff turnover rate, we remain proactive in the way we attract, retain, and develop our people through our focused Workforce Management Strategy. Living and working in the Eurobodalla Shire offers our team a unique lifestyle advantage—combining coastal living, strong community connections, and access to pristine natural environments with meaningful career opportunities, excellent education options, and a genuine community focus on wellbeing.

Staff demographic – generations

As a coastal employer, we are proud to offer meaningful careers in one of Australia's most desirable lifestyle destinations. With its natural beauty, strong community spirit, and relaxed pace of life, the region offers an exceptional work-life balance that continues to attract people

seeking a lifestyle change alongside professional growth. As of 30 June 2025, our workforce comprised 535 employees, including 81 Baby Boomers, 212 Generation X, 176 Generation Y, and 66 Generation Z. While we value the deep experience and loyalty of our mature workforce, we also recognise the importance of building a sustainable future by attracting and developing younger talent.

Our proactive Workforce Management Strategy is central to how we attract, retain, and grow our people. A key initiative is our long-standing Youth Employment Training Scheme (YETS), which offers two-year business traineeships for individuals under 21 years of age, enabling them to complete a Certificate III in Business in the first year and a Certificate IV in the second, while rotating through multiple business areas to build broad skills and experience. With nine apprentices, 11 trainees, and three cadets currently building their careers with us, we remain committed to fostering a diverse and inclusive environment where all generations can thrive. Our focus on leadership development, and community connection ensures we remain an employer in our region that offers more than just a career—it offers a lifestyle.



Image: This Council team stand proud in front of the new roundabout they built in Broulee.

Equal employment opportunities

During 2024–25, Council proudly employed 17 women in operational roles and 3% of Council employees self-identify as Aboriginal or Torres Strait Islander people. Fewer than 1% of Council staff are of non-English speaking background and 1% report as having a disability.

Reflecting our ongoing commitment to building a diverse and inclusive workplace, we recognise that a workforce enriched by varied backgrounds, experiences, and perspectives enhances organisational performance, strengthens service delivery, and helps attract and retain top talent. We continue to embed inclusive practices across all stages of the employee lifecycle, ensuring that our workplace reflects the community we serve and provides meaningful opportunities for all. These efforts are aligned with our broader Workforce Management Strategy, which prioritises equity, capability development, and long-term sustainability.

Supporting the wellbeing and growth of our people

Throughout the year, we delivered a range of complimentary health and wellbeing initiatives, including free counselling through our Employee Assistance Program (EAP), annual flu vaccinations, access to mental health resources, and fitness benefits through the Fitness Passport program. We also celebrated Local Government Week with an all-staff breakfast, reinforcing our culture of connection and appreciation.

In parallel, we continued to invest in the development of our people. In 2024–25, Council coordinated 281 face-to-face and 271 online learning events, resulting in 1,906 instances of training. Staff were actively supported to pursue formal qualifications, with 23 employees successfully completing accredited programs. Internal career progression was also a focus, with 34 promotions across the organisation. These initiatives reflect our ongoing commitment to building a skilled, resilient, and future-ready workforce.



Image: Council's environment team are well-known in the community. Here they are at Art on the Path in Broulee hosting one of their popular weeds for native plant swaps.

Volunteers: the lifeblood of our community

There are over 700 incredible people who volunteer their time to Council's community programs and services – that's more volunteers than Council staff! Living in a rural area, volunteers are the lifeblood of our community, offering their time across a broad range of activities assisting Council to deliver great outcomes for our community.

Highlights from our volunteers in 2024-25 are:



Andrew Border

After seven years of our Y drive program, more than 300 learner drivers now have their independence on the road. The milestone was shared between Batemans Bay's Stephanie Bow and her mentor driver Andrew Border. Andrew coincidentally gave his 300th blood donation the same weekend of the 300th Y drive licence.

For five years, Andrew Border has been volunteering as a community transport driver at Council.

Andrew served Australia as a member of our military service for 43 years and now spends five days a week serving the Eurobodalla community as a volunteer in the Rural Fire Service and with Council's Community Transport.

Roger McMillan

Roger McMillan is one of Council's longest-serving Y drive mentors and was recognised as NSW Youth Sector Volunteer of the Year in 2025.

Roger provides his time and expertise to ensuring learners can clock up their required 120 hours behind the wheel and get their provisional driver's licence.

With previous military experience teaching people how to drive, Roger starts his new drivers off with very basic skills building up their experience in different ways each week.

Based in Narooma, Roger has gradually developed a strong relationship with the high school, providing ten driving hours to students each week.





Eurobodalla Regional Botanic Garden

Throughout 2024-25, volunteers contributed 15,359 hours of volunteer labour for the Eurobodalla Regional Botanic Garden across all areas including:

- Site maintenance
- Horticultural work
- Nursery production
- Visitor services
- Education programs
- Guiding
- Data entry

Staff catered a Christmas team lunch for volunteers in addition to a thank you Volunteer Week lunch.

... over 700 incredible people who volunteer their time to Council's community programs and services ...



Clean Up Australia Day

Two successful Clean Up Australia Day events were held on Friday, 28 February 2025 for schools and Sunday, 2 March 2025 for the community. A total of 45 community and school sites registered for Clean Up Australia Day 2025 with approximately 140 volunteers participating. Over 152 clean up bags and an additional 32 cubic metres of bulky items were collected across the Eurobodalla shire.

Other Council services supported by volunteer efforts include:

- Our Community Transport and Social Support programs have 68 active volunteers.
- The Basil Sellers Exhibition Centre (Bas) has 40 volunteers that support gallery minding, provide visitor information, assist with fundraising and events, and support the installation and deinstallation of exhibitions.
- Children's Services has three volunteers via the 3Bs and Embracing Participation Programs supporting families with program activities.
- Our libraries are supported by 28 volunteers who help with the Home Library Service, Mayor's Writing Competition, seed library and garden support.

6. Detailed performance report

Operational Plan 2024-25

This section provides a detailed performance report on the status of actions and measures committed to in our Operational Plan 2024-25.

It builds on the summary shown in the 'Our performance' section of this report.

Action

Operational Plan action for the 2024-25 year.

Progress update

Describes the efforts and achievements of the Operational Plan action this year.

Service

Indicates the Council service area that contributed to this workplan action.

Status

✓ Achieved

Indicates that the service has been delivered as anticipated, a project has been completed, or a multi-year project has progressed to where it was considered to reach this year.

✗ Off Track

Indicates the service delivery fell behind where anticipated, or a project has incurred delays.

⊖ Withdrawn

Indicates a service or project that was unable to proceed.

Measures

Indicates a quantitative performance indicator.

Community Strategic Plan

Goal 1 Our sustainable shire celebrates our natural environment and outdoor lifestyles

Strategy 1.1 Move together for a sustainable future

Delivery Program

Activity 11.1 Build community awareness of opportunities to live more sustainably

Action	Service	Progress for year	Status
11.1.1 Promote sustainable practices, and deliver education programs associated with energy, waste, water and climate resilience	Environmental Planning and Management	49 events held with 2,697 people participating in education programs relating to energy, waste, water and climate across our school, business and residential communities.	 Achieved

Measure	2024-25
Number of education programs	49

Delivery Program

Activity 11.2 Investigate and encourage renewable energy and technologies for Council and the community

Action	Service	Progress for year	Status
11.2.1 Continue to seek renewable energy supply for 100% of Council's electricity demand	Environmental Planning and Management	Renewable electricity contracts cover 78% of Council's electricity. A new Green Power contract commenced in January 2025 for all small sites. Grant funding has been received to install a new solar and battery system at Narooma Leisure Centre. Solar updates commenced at the Moruya Admin Building.	 Achieved
11.2.2 Advocate to NSW and Australian governments for further support of Electric Vehicles (EV)	Environmental Planning and Management	Council has continued working with the Canberra Region Joint Organisation (CRJO) to undertake advocacy on behalf of the 11 member councils providing feedback to grant bodies regarding constraints and recommendations for their programs. Council also participated in NSW Government webinars and working groups to provide feedback on local government experiences of EV fleet transition and related infrastructure. In addition, Council submitted a Community Energy Upgrades Fund (CEUF) grant application including EV Charging for council fleet in Moruya.	 Achieved

Delivery Program

Activity 1.1.3 Facilitate waste management services guided by the strategy and asset management plan

Action	Service	Progress for year	Status
1.1.3.1 Build, renew, operate and maintain waste landfill sites and transfer stations	Waste Management	Operations at the Brou and Surf Beach landfill facilities and Moruya Transfer Station are on target with no major incidents. The bushfire recovery landfill expansion projects at Brou and Surf Beach Waste Management facilities are progressing. Contractors have been appointed, and construction works have commenced for the landfill cell and liner modifications, and the expansion of the organics processing area. The NSW Department of Planning, Housing and Infrastructure (DPHI) has issued a gateway determination for the Brou expansion and Council has finalised the tender process and selected a preferred contractor to undertake an Environmental Impact Statement (EIS). The contract will be issued to the successful contractor in July 2025.	 Achieved
1.1.3.2 Manage kerbside collection and annual hazardous waste collection	Waste Management	The collection of domestic waste services has progressed as per the contractual arrangements, servicing approximately 26,000 households and 46,000 bins per week. Approximately 1,053 tonnes of hard waste was collected during the annual hard waste collection with 337.32 tonnes of recyclable steel recovered. The annual hazardous waste collection was well received by the community with approximately 17.75 tonnes of waste material disposed of at community drop off points and 38.38 tonnes of hazardous household items dropped off at the Community Recycling Centre (CRC) during the year.	 Achieved
1.1.3.3 Consult on the Eurobodalla Waste Strategy and Resource Management Strategy and finalise	Waste Management	The draft Waste and Resource Recovery Strategy 2025-35 has been developed and will be placed on public exhibition in August 2025. The strategy provides a framework, tailored to our local community, for sustainably managing waste over the next 10 years. Following consideration of public submissions, and any required updates to the draft strategy, it is anticipated that the final strategy will be presented to Council in early-2026 for review and adoption.	 Off track

Action	Service	Progress for year	Status
1.1.3.4 Partner in regional collaborations and develop strategic partnerships for sustainable waste practices	Waste Management	Council continues to collaborate with the Canberra Region Joint Organisation (CRJO) and member Council's in the region. The CRJO secures funding for Council to assist with the delivery of waste programs such as the annual household chemical cleanout, and community and school waste education programs such as the Environmentors program. The CRJO has been a vital part of securing funding from the Environment Protection Authority (EPA) through Exchange for Change to make and install Return and Earn baskets to increase waste diversion of return and earn containers from public litter bins. The pilot has been a success with an 82% diversion rate of these containers from the public litter stream. Council has participated in visits to other council regions to discuss and create strong partnerships with regional council's waste teams and to share information and take a regional approach to waste management with these visits continuing throughout the 2025-26 year.	 Achieved
1.1.3.5 Coordinate Clean Up Australia Day activities	Waste Management	Clean Up Australia Day events were held on Friday, 28 February 2025 for schools, and Sunday, 2 March 2025 for the community. Promotion included radio advertising, print and digital advertising, and the event was listed on Council's events calendar, the waste services webpage and promoted via social media. The events were successful with a total of 45 community and school sites registering for Clean Up Australia Day 2025. Approximately 140 volunteers participated, with over 152 clean up bags and an additional 32 cubic metres of bulky items were collected across the Eurobodalla LGA. Overall, groups reported generally less rubbish than previous years, but there was an increase in bulky items collected. Common items collected included single use items such as coffee cups, recyclable drink containers, soft plastic food wrappers and cigarette butts. Bulky items included furniture, smaller household items, foam, tyres, building materials, mattresses, bathtub/sink, shopping trolleys and pushbike frames. As a result of the increase in illegal dumping during Clean Up Australia Day, media was subsequently released encouraging residents to report any illegal dumping directly to council or via the Environment Protection Authority's (EPA) report illegal dumping website.	 Achieved

Action	Service	Progress for year	Status
1.1.3.6 Investigate and manage illegal dumping incidents	Public and Environmental Health	224 customer service requests for illegal dumping were received, investigated and reported to the EPA as part of the Regional Illegal Dumping (RID) Program.	 Achieved

Measure	2024-25
Kerbside collection customer requests attended to within timeframes	100%
Number of illegal dumping incidents	224

Community Strategic Plan

Strategy 1.2 Value, protect, and enhance our natural environment

Delivery Program

Activity 1.2.1 Protect and enhance the landscape and biodiversity values of Eurobodalla

Action	Service	Progress for year	Status
1.2.1.1 Implement programs that support threatened species protection	Environmental Planning and Management	Milestone one of the NSW Environmental Trust Critical Cockatoos grant project was completed. Outcomes included planting of corridors in gang gang and glossy black cockatoo hotspots on private property locations across the Eurobodalla LGA and numerous community and school education opportunities and events were held. Milestone two is underway and on track including planting on additional properties to establish wildlife corridors prioritising cockatoo feed trees, landholder and community education and recording of sightings using citizen science.	 Achieved
1.2.1.2 Review Eurobodalla's existing urban tree canopy with a view to establish targets	Environmental Planning and Management	A comprehensive review of the urban tree canopy across the Eurobodalla LGA has been completed with detailed mapping and analysis undertaken. The resulting report outlines a robust methodology, presents canopy distribution and coverage data, identifies areas of low canopy, and provides informed recommendations to guide council's planning, strategies and decision-making.	 Achieved

Action	Service	Progress for year	Status
1.2.1.3 Identify and validate the location and boundaries of regional and local biodiversity corridors	Environmental Planning and Management	A preliminary review of existing wildlife/ biodiversity corridor mapping has been undertaken for the Eurobodalla LGA, including methodology used and published maps. Council has consulted with the NSW Government's Department of Climate Change, Energy, the Environment and Water (Conservation Programs, Heritage & Regulation Division) which has committed to assisting Council with this mapping process. Finalisation of corridor boundaries will continue into the next financial year, including data verification, integration of any data updates, and gap analysis to ensure accuracy.	 Achieved
1.2.1.4 Establish virtual fences within priority wildlife corridors	Environmental Planning and Management	Council has installed 4.5 km of virtual fencing along Dunns Creek Road and 3km along Tomakin Road. This adds to the 1.1km installed at Cullendulla Drive in Long Beach in the original trial. Maintenance and planning for new fence sites continues. Council voted to support a local Virtual Fence Symposium to further spread the word about the success of the trials and educate other councils and stakeholders. Advocacy also continues for a university or research institute to collect more robust data to inform future work.	 Achieved
1.2.1.5 Provide invasive weed and pest management programs	Environmental Planning and Management	Council conducted over 1,200 private property inspections including 184 high-risk sites. Weed mapping and control covered 409 km of high-risk pathways and 192 reserves, targeting species like Bitou Bush, Boneseed, African Love Grass, Spiny Rush and Serrated Tussock. Key areas included coastal cliffs, highways and river corridors. Penguin habitat restoration on Snapper Island involved weed control, nest boxes and native planting. Rabbit control was implemented across multiple suburbs in the north of the Eurobodalla shire, and a black rat control program was established at Jimmies Island to protect threatened species. Compliance from landholders remains at 100%, with no Biosecurity Directions issued.	 Achieved
1.2.1.6 Undertake flying fox camp monitoring and deliver community awareness programs	Environmental Planning and Management	Regular camp monitoring was undertaken by Council during the flying fox season with four camps occupied over the season with Moruya Riverside Park having the most significant population. Other camps included Moruya East Town camp, Catalina Golf Course and Tuross Head. Flying fox education was undertaken with school groups throughout the year.	 Achieved

Measure	2024-25
Percentage of complying biosecurity inspections	100%

Delivery Program

Activity 1.2.2 Maintain healthy waterways and catchments by finalising and implementing estuary management plans and monitoring impacts

Action	Service	Progress for year	Status
1.2.2.1 Undertake the estuary health monitoring program	Public and Environmental Health	Estuary monitoring continued across the six major estuaries in the Eurobodalla LGA.	 Achieved
1.2.2.2 Participate in the Beachwatch program	Public and Environmental Health	Council continued to participate in the NSW Government's Beachwatch program, ensuring that water quality at 11 popular beaches in Eurobodalla was monitored during the warmer months. Weekly sampling commenced in November 2024 and continued through to the end of March 2025 with results posted on the Council website each week during this period. An audit by the Department of Climate Change, Energy, the Environment, and Water (DCCEEW) reported "excellent compliance with Council's testing procedures". Council engaged a consultant to investigate elevated results at Surf Beach.	 Achieved
1.2.2.3 Deliver the Onsite Sewage Management System inspection program	Public and Environmental Health	Council carried out 1,144 inspections throughout the year with 95% compliance.	 Achieved
1.2.2.4 Undertake water, sewer and waste monitoring	Public and Environmental Health	Council monitored water, sewer and waste in accordance with NSW Health requirements and Environmental Protection Licences.	 Achieved

Measure	2024-25
Percentage of complying onsite sewer management system inspections	95%

Delivery Program

Activity 1.2.3 **Work in partnership to provide natural resource management to develop community awareness of environmental opportunities, issues and impacts**

Action	Service	Progress for year	Status
1.2.3.1 Assist Landcare and community groups to deliver environmental projects	Environmental Planning and Management	Council continued to assist 27 Landcare groups including the formation of two new Landcare groups in Moruya (Gundary Oval) and Wagonga Landcare group working at Bill Smyth Oval. The majority of groups coordinate and deliver a monthly working bee in their local suburb with a focus on weed control, litter collection, erosion control and/or native plant revegetation. Council also supported over 300 individual volunteers who benefitted from collective community events such as the South East Landcare Regional Muster, Volunteers Week morning tea at Repurposing for Resilience, Cockatoo corridor planting in Meringo and Intrepid Landcare in South Durras. Council continued to provide Personal Protective Equipment (PPE), materials, contractor assistance, training and advice to groups.	 Achieved
1.2.3.2 Monitor, inspect and respond to public and environmental health matters	Public and Environmental Health	Council received and responded to 617 customer service requests for public and environmental health related matters such as noise, air, land, water pollution, waste, invasive species and development compliance.	 Achieved

Measure	2024-25
Number of Landcare groups supported	27
Number of public and environmental health matters responded to within timeframes	617

Community Strategic Plan

Strategy 1.3 Respond to our changing climate and natural hazards

Delivery Program

Activity 1.3.1 Improve Eurobodalla's resilience to the effects of man-made climate change through the implementation of the Climate Action Plan

Action	Service	Progress for year	Status
1.3.1.1 Design and implement programs for plantings, and or, artificial shading of strategic urban streetscapes, council carparks and playgrounds	Environmental Planning and Management	During the year works included: • Replanted garden beds in Orient Street, Batemans Bay and at the traffic lights Princes Highway, Narooma. • Replanted and mulched roundabouts along the Princes Highway, Narooma. • Established a new garden in the roundabout at George Bass Drive and Broulee Road, Broulee. • Planted new garden beds at the revamped recreation park in Malua Bay. • Serviced more than 10,000m² of garden beds across the Eurobodalla LGA. • The scheduling and resourcing of vegetation control works were reviewed, and higher use areas were prioritised. • Achieved a more consistent level of service for sports fields across the Eurobodalla LGA including topdressing and aerating. • Serviced approximately 1,950,000 sqm of mowed park area on an average fortnightly schedule. • Roadside and reserve slashing covers approximately 2,435,000 sqm and was undertaken on a six-weekly cycle. • Maintained approximately 338,000 sqm of sports fields at least once a week. • Conducted 581 playground safety inspections, complying with Australian Standards. • Conducted approximately 100 tree inspections. • Reviewed the maintenance requirements of our timber assets and commenced retrofitting timber assets with timber look aluminium.	 Achieved
1.3.1.2 Facilitate a Climate Change Advisory Group	Environmental Planning and Management	The Climate Change Advisory Committee was amalgamated with the Coast and Environment Management Advisory Committee in March 2025 creating the new Climate and Environment Advisory Committee (CEAC). Members of this committee were endorsed by Council in June 2025.	 Achieved

Delivery Program

Activity 1.3.2 Manage coastal hazards by implementing coastal management studies and projects

Action	Service	Progress for year	Status
1.3.2.1 Continue North Batemans Bay coastal management works	Strategic Planning	Detailed designs and environmental assessments for Long Beach and Wharf Road were completed. Concept design and a draft Review of Environmental Factors (REF) have been prepared for Surfside (West). Detailed designs and environmental assessment are on track to be completed by August 2025. Delivery planning of each location is underway, with the anticipation that Long Beach will commence mid to late 2025.	 Achieved
1.3.2.2 Finalise the Wagonga Inlet Living Shoreline project	Environmental Planning and Management	All community infrastructure components of the project were completed in November 2024 including signage, accessways, boardwalk, jetty and floating pontoon. Community usage and feedback has been positive. A sculpture representing a cultural story of the Wagonga Inlet is still being created and will be installed later in 2025.	 Achieved
1.3.2.3 Implement environment programs to support the Coastal Management Programs	Environmental Planning and Management	The coastal management project, funded through a three-year grant commencing in July 2024, is progressing steadily. The project focuses on delivering 10 priority actions identified in the Estuarine and Open Coast Coastal Management Programs. Initial groundwork has involved refining implementation plans and coordinating with relevant stakeholders to ensure alignment with environmental and community objectives. In parallel, a funding application has been submitted to Crown Lands to support restoration efforts at Surfside Beach, which is a key site within the broader coastal strategy. This application aims to secure additional resources to enhance resilience and amenity at Surfside, complementing the grant funded actions already underway.	 Achieved
1.3.2.4 Manage lake openings	Stormwater	Council has opened Joes Creek, Kianga Creek, and Durras Lake in accordance with Lake Opening Procedures and relevant permits.	 Achieved

Delivery Program

Activity 1.3.3 Protect communities through developing and implementing floodplain risk management plans

Action	Service	Progress for year	Status
1.3.3.1 Finalise the Batemans Bay and Moruya Flood Studies	Strategic Planning	The draft flood modelling for Moruya and Batemans Bay have both been delivered. A draft actions list for each Floodplain Risk Management Plan has also been delivered. Council anticipates that both projects are on track for adoption by the end of 2026.	 Off track

Community Strategic Plan

Strategy 1.4 Work together in the management and use of our valuable resources

Delivery Program

Activity 1.4.1 Provide safe, reliable and sustainable water and sewer services, guided by the Integrated Water Cycle Management Strategy

Action	Service	Progress for year	Status
1.4.1.1 Deliver programmed capital works (build and renewals) for the water supply network	Water Services	Water main renewal projects completed in the reporting period included: • Merinda Street/Illabunda Drive, Malua Bay • George Bass Drive, Batehaven • Bondi/Brighton/Coogee Streets, Tuross Head • Gareth Street, Narooma	 Achieved
1.4.1.2 Operate and maintain the town water supply system	Water Services	Water supply system and infrastructure operations and maintenance activities were undertaken as per Council's schedule. Treated water complies with the Australian Drinking Water Guidelines for health-based microbiological and chemical targets and with Council's approved Drinking Water Management System.	 Achieved
1.4.1.3 Deliver programmed capital works (build and renewals) for the sewerage network	Sewer Services	Tuross Sewer Pump Stations augmentation for pump stations 04, 06 and 07 have been commissioned and are in service. The design works for the Tomakin Treatment Plant upgrades are progressing on schedule and the design review for the augmentation of Tuross Sewer Pump Stations 02 and 08 is on track to allow tendering for this financial year. Works at the Tuross Sewage Pump Station (SPS) 01 upgrades and Moruya Servicing contract were put on hold at the end of April 2025, due to the Principal Contractor, Quay Civil, going into administration. The project team has been working with stakeholders to identify risks and develop alternative delivery options.	 Off track

Action	Service	Progress for year	Status
1.4.1.4 Operate and maintain sewerage system	Sewer Services	Council operates and maintains six sewage treatment plants. Sewage treatment plants and infrastructure operation and maintenance activities were undertaken as per council's schedule and in accordance with NSW Environmental Protection Authority licence conditions. Licence conditions have become more stringent over the past few years, and council is working progressively to upgrade plants based on risk rating and asset condition.	 Achieved

Measure	2024-25
Length of water mains maintained	928km
Number of water customers	22,381
Percentage of water meters replaced	2.57% of network
Volume of water treated	3,598ML
Length of sewer mains maintained	588km
Number of customers on reticulated sewer	21,923
Number of sewerage pump stations and treatment plants maintained	147
Number of sewer spills	96

Delivery Program

Activity 1.4.2 Increase water security through construction of the Southern Water Supply Storage

Action	Service	Progress for year	Status
1.4.2.1 Continue the construction of the Southern Water Supply Storage/Dam	Water Services	The Southern Water Supply Storage/Dam project is nearing completion, with the dam wall almost complete. Dry commissioning is due to commence by October 2025, with filling commencing before the end of 2025.	 Achieved

Measure	2024-25
Percentage of dam complete	90%

Delivery Program

Activity 1.4.3 Provide opportunities and incentives to encourage responsible use of resources by the community and at Council

Action	Service	Progress for year	Status
1.4.3.1 Promote and issue rebates and incentives to help conserve water and energy	Water Services	Council issued 27 toilet rebates and 156 washing machine rebates.	✓ Achieved
1.4.3.2 Provide treated effluent for reuse in the community	Water Services	Treated effluent was supplied for reuse at Catalina Country Club, Hanging Rock sporting complex, Moruya Golf Course, Moruya High School playing field, Moruya Riverside Park and Tuross Golf Course.	✓ Achieved

Measure	2024-25
Number of water rebates issued	183



Image: Council's public amenities team alongside Mogo Business Chamber president Richard Adams at the new public toilet in Mogo.

Community Strategic Plan

Goal 2 Our community that welcomes, celebrates, and supports everyone

Strategy 2.1 Acknowledge our beginnings, embrace our diversity

Delivery Program

Activity 2.1.1 Acknowledge and involve the traditional custodians of Eurobodalla and deliver the outcomes of the Aboriginal Action Plan

Action	Service	Progress for year	Status
2.1.1.1 Coordinate the Aboriginal Advisory Committee and associated projects	Community and Cultural Development	The August 2024 meeting of the Aboriginal Advisory Committee was attended by elected community representatives including Local Aboriginal Lands Council representation. Projects discussed at the meeting included the dhurga timeline project and Potato Point Road - roadside management. Council staff provided updates regarding the Coastal Headland Walk, Wagonga Inlet Living Shoreline project, Eurobodalla Shire Coastal Zone Emergency Action Subplan, and the development of Council's Indigenous Cultural Intellectual Property policy. Council called for applications to the Aboriginal Advisory Committee 2025 resulting in 11 applications being received from the community. Of these 11 applications, seven community members representative of the Eurobodalla's geographical spread were appointed to the committee. The first meeting of the newly appointed committee is scheduled for July 2025 with a full agenda.	 Achieved
2.1.1.2 Collaborate with Aboriginal Elders, leaders and representatives	Community and Corporate Leadership	Council sought support and guidance on the selection and development of Aboriginal art works for corporate use, and engaged Aboriginal community members for events including Welcome to Country and for dance or other artist performances. Council collaborated with Aboriginal led community groups for event organisation (Mogodha NAIDOC Big Day Out, Cobowra Community Days and Reconciliation Week) and sponsorship. Council also worked with the Aboriginal Education Unit at TAFE to support learner drivers.	 Achieved

Action	Service	Progress for year	Status
2.1.1.3 Celebrate NAIDOC Week with events, activities and grant opportunities	Community and Cultural Development	The NAIDOC Week theme for 2024 'Keep the Fire Burning', was celebrated with a journey of fire at a range of community led events across the Eurobodalla shire, representing kindling the sparks of pride and unity and igniting a renewed commitment to acknowledging, preserving, and sharing the cultural heritage that enriches everyone. Council celebrated NAIDOC Week in July 2024 through a range of activities and events including: • Administration, financial and promotional support was provided to the organising committee of the 2024 and upcoming 2025 Mogodha NAIDOC Big Day Out community event. • Council's Children Services, Community Development and Youth Services teams participated in the 2024 Mogodha NAIDOC Big Day Out community event providing engaging activities for children and youth for the 1,500 attendees. • The Mayor's annual flag raising ceremony and morning tea event was held in the forecourt of Council's administration centre in Moruya. • Council collaborated with a range of community and youth organisation's to help them celebrate NAIDOC Week 2024 by implementing a Smoking Ceremony component in their community events held in Narooma, Batemans Bay and Mogo. • Council's Youth team worked collaboratively to support a film screening event with other youth services with 30 community attendees. • Council's annual NAIDOC Week grants program 2024 received 11 applications with nine meeting the eligibility criteria to receive grant funding totalling \$5,500. • Council provided financial assistance to the NAIDOC Week School Initiative - Koori Kids. The initiatives are coordinated in April of each year to participating primary and high schools across the Eurobodalla with the aim of providing students with a greater understanding of NAIDOC Week and the importance of friendship and cultural diversity.	 Achieved

Measure	2024-25
Number of meetings of the Aboriginal Advisory Committee	3
Number of activities and grants fully subscribed	15

Delivery Program

Activity 2.1.2 Manage and promote our natural, cultural and historical heritage identity guided by the Heritage Study

Action	Service	Progress for year	Status
2.1.2.1 Coordinate the Heritage Advisory Committee and provide heritage advice	Community and Cultural Development	The Heritage Advisory Committee and Heritage Advisor have completed tasks for the 2024-25 financial year including review of the Heritage Strategy.	 Achieved

Measure	2024-25
Number of meetings of the Heritage Advisory Committee	1
Number of heritage advice sessions	59

Delivery Program

Activity 2.1.3 Provide services that meet changing community needs and celebrate our diversity

Action	Service	Progress for year	Status
2.1.3.1 Provide support services for seniors and their carers	Community Care	Council provided support services to our clients and their carers in accordance with our Commonwealth Home Support Program Guidelines.	 Achieved
2.1.3.2 Facilitate citizenship ceremonies	Community and Corporate Leadership	Council hosted four citizenship ceremonies this year, welcoming 61 new citizens to Eurobodalla from a diverse range of countries including Brazil, Britain, the Czech Republic, Germany, Ghana, India, Ireland, Lebanon, Morocco, Nepal, New Zealand, Niue, the Philippines, Scotland, Thailand, Russia, the United Kingdom and the United States.	 Achieved
2.1.3.3 Provide Families Week activities	Community Care	Families Week occurs every May and in 2025, Council provided a bike day for kids in Narooma and a Family Fun Day at the Eurobodalla Regional Botanic Garden with over 500 attendees. The Family Fun Day was a collaboration with council's other teams including the Botanic Garden team, environmental services and youth teams as well as with local business and community groups who provided engaging activities such as yoga, bush walks, a fairy hunt, face painting, scavenger hunts, sensory space, paint and sip, storytelling, music and The Great Zamboni.	 Achieved

Action	Service	Progress for year	Status
2.1.3.4 Coordinate Youth Week events	Youth Services	The coordination of the popular youth led annual music event 'Currents Battle of the Bands', was celebrated by 350 young people, with musical performances from eight local youth bands. Past and present members of Council's Youth Committee supported the planning, implementation and running of the event. Youth Week 2025 also saw the delivery of our first Narooma Youth Fishing Competition to 60 young competitors and 90 event attendees. The event supported intergenerational community relationships built with local services, community organisations, and young people from across the Eurobodalla LGA.	 Achieved
2.1.3.5 Deliver Children's Week activities	Children's Services	In October 2024, Council hosted six events across the Eurobodalla to celebrate Children's Week, with over 1,000 participants joining the festivities. Events included: • Children's Week Fun Day • Picnic in the Botanic Garden • Science Space Museum • Playdates with Emergency Services	 Achieved



Image: Families week events for the young and young at heart.

Action	Service	Progress for year	Status
2.1.3.6 Deliver community programs to support wellbeing	Community and Cultural Development	Council delivered a range of community programs designed to support wellbeing including: • Seven healthy eating and social connection workshops to 85 community members under the funded 'Be Well Eat Well' program. • Collaborating with community organisations to promote financial, living and development support opportunities including Rotary, Community Food Relief and Supports for Victims of Domestic Violence, Mission Australia/Carers Gateway, and the Local Club Grants committee. • Assisting with promotion, application and provision of community grants. • Partnering with community service providers, high schools, and employers to develop a youth employment program for the care industry in Eurobodalla. • Council's youth team collaborated with local services on youth health and wellbeing initiatives including Lovebites healthy relationships program, Mental Health Month study support, Wear It Purple Day, Youth Climate Summit, headspace Day and Youth Mental Health Forum and Youth Against Domestic Violence Colour Run. • As consortia and governance members of local youth initiatives, Council staff are working collaboratively to reduce the impacts of alcohol and other drugs for young people. • Coordinating the Eurobodalla Youth Instagram account and cross promoting 80 youth wellbeing programs and events including Council led programs and events. Projects centred on social connection, creative expression, mental health and wellbeing, career and grant opportunities and diversity and inclusion, reaching 7,189 accounts. • Working with the Youth Committee on a social media campaign focused on raising awareness of domestic and family violence within the LGBTQIA+ community.	 Achieved

Measure	2024-25
Number of seniors supported	1,039
Number of senior services volunteers hours provided	11,204
Number of direct support workers	52
Number of direct service hours provided	21,020
Number of citizenship ceremonies held	4
Youth week program attendances	440

Delivery Program

Activity 2.1.4 Provide services and strengthen opportunities to retain and attract youth, supported by the Youth Action Plan

Action	Service	Progress for year	Status
2.1.4.1 Coordinate the Youth Committee and associated projects	Youth Services	Council's youth team facilitated seven youth committee meetings with 119 youth representatives from each of the five local high schools participating, including two joint meetings with the members of the Eurobodalla Workers with Youth Network stakeholder group. Collaborative projects included: • All for One Youth Climate Summit • Mobile youth van activities • School holiday programs • Formal conversations with the youth sector exploring mental health, communication, wellbeing, strengths-based language and a future youth vision for our community Other projects included the Youth Against Domestic Violence Colour Run, attended by 600 community members. Council's youth team also funded and accompanied five youth committee members to attend the three-day bi-annual NSW Council Youth Conference.	✓ Achieved



Image: A fishing competition in Narooma for young people aged 12 to 24 was one of the Council run, youth-focused events as part of 2025 Youth Week celebrations.

Action	Service	Progress for year	Status
2.1.4.2 Provide youth outreach services	Youth Services	Council planned, managed and delivered 32 weekly sessions of the mobile youth van to young people in Batemans Bay, Moruya and Narooma. Specific programs included: • A collaboration mentoring project with SAGE Garden focused on food and gardening skills. • Pop-up sessions at Narooma High School. Other activities included: • Clay creation, spray art, resin art, badge making and jewellery making. • Soccer, football, snorkelling, pool, and volleyball. • Gardening, cooking and board games. The mobile youth van also attended large community led events including: • Mogodha NAIDOC Big Day Out • Sustainable Choices Festival • Youth Climate Summit • Colour Run • Cobowra Local Aboriginal Lands Councils Community Day • headspace open day	 Achieved
2.1.4.3 Provide the Y drive project	Youth Services	Y drive supported 270 learners to build driving hours and provide literacy support to pass the learner's test. They drove 92,423km and registered 5,553 logbook hours during their 1,073 driving sessions with professional driving schools and 38 volunteers. In total, 152 learners passed their provisional licence, and 96 pre-learners obtained their learner licence. 68 participants also attended a Safer Driver Course. Council held three steering committee meetings, 12 participant inductions and three mentor inductions. Y drive volunteer, Roger McMillan, won the 2024 Youth Sector Volunteer of the Year Award for his commitment to improving road safety for young people in the Eurobodalla. The Y drive program was also a finalist in the Local Government NSW Excellence Community Partnerships Awards.	 Achieved
2.1.4.4 Provide youth employment opportunities at Council through the apprenticeship and traineeship program	Workforce Development	Council supported two existing youth trainees and recruited an additional four youth trainees during the year. Youth Employment Training Scheme (YETS) for young people under 21 years of age has been a longstanding initiative of Council to provide professional opportunities for young people in the Eurobodalla area. Council also supported seven apprentices across civil construction, plant operations, mechanics, and parks and gardens this year.	 Achieved

Action	Service	Progress for year	Status
2.1.4.5 Deliver programs and events for youth	Youth Services	Council delivered 84 programs and events to 3,920 youth and community members including: • Seven school holiday workshops with activities such as kayaking, surfing, stand up paddle boarding, resin making, stage makeup, tie dye and animal drawing at Mogo Wildlife Park. • Eight large scale community events. • Facilitation of three Lovebites healthy relationships sessions in local high schools. • A weekly Dungeons and Dragons group. • The second annual Winter SOULstice event to 100 young people with three local youth bands performing and young speakers highlighting the importance of youth mental health, and creative workshops promoting positive connection to self and others. In addition, Council's Employment Projects team delivered 17 employment based events to 449 participants, 211 of which were under the age of 25. Events with youth attendees included First Aid, the Get Ready for Work Program, All Abilities Dinner Dance event crew training and recruitment, a community services and health care sector bootcamp and entrepreneurial workshops, and a community services and health sector jobs drive and workplace tours.	 Achieved
2.1.4.6 Coordinate, maintain and work actively with the Workers with Youth Network to support and promote local service delivery and stakeholders	Youth Services	Council coordinated the Workers with Youth Network email group, with 236 members and 188 information shares. Council facilitated four stakeholder meetings with 89 network members, including a joint session between members of the network and representatives from the Youth Committee. Collaborations resulting from the Workers with Youth Network include: • The Growing Stronger project with Campbell Page • Wear it Purple Day pop-up with Narooma High School • A Mental Health Month program • headspace Day with headspace • Youth Mental Health Forum • Narooma High School pop-up • The Winter SOULstice youth mental health event	 Achieved

Action	Service	Progress for year	Status
2.1.4.7 Collaborate with stakeholders and not-for-profit providers to deliver health and wellbeing initiatives for youth	Youth Services	Council continued to collaborate with a range of stakeholders and not-for-profit providers to deliver health and wellbeing initiatives for young people during 2024-25. This included: • Facilitation of the Eurobodalla Workers with Youth Network, the Eurobodalla Youth Employment Stakeholder group, and the Youth Committee. Collaborations included the Lovebites healthy relationships program, Mental Health Month study support, Wear It Purple Day, Youth Climate Summit, headspace Day and Youth Against Domestic Violence Colour Run. • Representation on the Eurobodalla headspace consortia, the Eurobodalla Domestic Violence Committee, Police Liaison Committee, and attendance at the Eurobodalla Community Support Network meetings. • Coordination of the Eurobodalla Youth Instagram account which assisted with the cross promotion of 39 youth wellbeing programs and events led by external service providers including projects centred on social connection, creative expression, regional career and grant opportunities and diversity and inclusion, reaching 3,815 accounts. • Collaboration regarding youth mental health and wellbeing included the Winter SOULstice youth led event that was awarded Outstanding Work with Regional Young People at the 2024 NSW Youth Work Awards. • As a member of the Eurobodalla headspace consortia, Council's youth team assisted with the delivery of a Youth Mental Health Forum. Student representatives from local high schools attended the forum at Narooma High School. By close of the forum each student body had identified youth mental health initiatives they could take back to their school community to progress. • Council's Employment Projects team facilitated six Eurobodalla Youth Employment Stakeholder meetings with 97 attendees, co-chaired 10 Eurobodalla Community Investment Committee Meetings in partnership with Campbell Page and the Brotherhood of St Laurence aligned with the National Youth Employment Body, and attended eight South Coast and Illawarra Local Jobs Program Taskforce meetings with the aim of improving youth employment across the Eurobodalla region.	 Achieved

Measure	2024-25
Number of meetings of the Youth Committee	10
Number of L licences achieved via Y Drive	270
Number of P licences achieved via Y Drive	152
Number of youth apprenticeships and traineeships offered	6

Delivery Program

Activity 2.1.5 **Support people with disability and their carers and implement the Disability Inclusion Action Plan**

Action	Service	Progress for year	Status
2.1.5.1 Coordinate the Disability Inclusion Advisory Committee and associated projects	Community Care	Due to Council elections, the Disability Inclusion Advisory Committee only held one meeting during the year.	 Achieved
2.1.5.2 Provide support services for National Disability Insurance Scheme participants	Community Care	Council provided support services to 70 unique participants across multiple service streams in accordance with the NDIS Quality and Safeguarding framework.	 Achieved

Measure	2024-25
Number of meetings of the Disability Inclusion Advisory Committee	1
Number of NDIS participants supported	70
Number of direct service hours provided	21,020
Number of direct support workers	52



Image: Council's Community Care team run exercise classes each week for clients.

Community Strategic Plan

Strategy 2.2 Encourage community spirit and enable healthy lifestyles

Delivery Program

Activity 2.2.1 Strengthen community spirit through community development initiatives

Action	Service	Progress for year	Status
2.2.1.1 Provide volunteering opportunities through various programs	Various	Council services are supported by volunteer efforts across a variety of programs and services. During 2024-25, highlights included: • Community Transport and Social Support programs organised a marketing drive to promote services to attract more volunteers - four induction sessions were held, and six new volunteers were successfully onboarded. The program now has 68 active volunteers. • The Basil Sellers Exhibition Centre (Bas) has 40 volunteers that support gallery minding, provide visitor information, assist with fundraising and events, and support the installation and deinstallation of exhibitions. • Y drive is supported by 38 volunteers assisting learner drivers to log approximately 2,222 hours of driving time to assist them in obtaining their provisional licences. • Children's Services has engaged three volunteers via the 3Bs and Embracing Participation programs supporting families with program activities. • Council's libraries are supported by 28 volunteers who assist with the Home Library Service, Mayor's Writing Competition, seed library and garden support. • Council's volunteers were acknowledged by Christmas celebrations held in December 2024.	 Achieved

Action	Service	Progress for year	Status
2.2.1.2 Coordinate the community grants program including Healthy Communities, Seniors Week and Youth Grants	Community and Cultural Development	Council's Community Grants Program for 2025 opened on 1 August 2024 and closed 22 September 2024. A total of \$18,468 in grants was made available to support community projects and activities led by local community groups and not-for-profits to be delivered during 2025. Council received 27 applications, five for Youth Development, seven for Seniors Week Celebrations, and 15 for Healthy Communities. 23 eligible community led programs were provided financial assistance for activities that support diverse community groups to implement initiatives that respond to identified community development and wellbeing needs. The Eurobodalla NAIDOC Week grants program supports Council to positively and effectively collaborate with local not-for-profit groups and organisations to implement activities during NAIDOC Week. In 2025, six of the 13 applications submitted shared a total of \$5,500 in funds to promote and celebrate the history, culture and achievements of Aboriginal and Torres Strait Islander peoples.	 Achieved
2.2.1.3 Conduct Local Heroes Award	Community and Corporate Leadership	Council hosted the Local Hero Awards on 1 November 2024. 14 nominations were received. Joint winners, Jan Frikken and Maricel Ceniza were named the 2024 Local Hero for their work within the Eurobodalla multicultural community.	 Achieved

Measure	2024-25
Number of volunteers in community development	179

Delivery Program

Activity 2.2.2 Provide and manage quality community facilities to meet the needs of the current and future communities

Action	Service	Progress for year	Status
2.2.2.1 Maintain and manage community halls	Community Facilities	Council undertook minor upgrades and inspections to nine community halls including painting, carpet and air conditioning. Council will upgrade another four community halls with carpet or vinyl flooring and painting during 2025.	 Achieved

Action	Service	Progress for year	Status
2.2.2.2 Continue to implement the Public Toilet Strategy	Community Facilities	Council continues to implement the Public Toilet Strategy including: • Trialled soap in facilities to find which one is fit for purpose and will be installing across all facilities in the 2025-26 financial year. • Acts of vandalism were addressed. • The Mogo sports field and Jack Buckley Park facilities in Tomakin were upgraded. • South Congo Stairs were completed. Proactive maintenance continued and included beach showers, water tank top ups and general checks at public amenities prior to holiday periods. Rapid response remained in place to respond during holidays and events.	 Achieved
2.2.2.3 Construct John St, Mogo public amenity	Community Facilities	Community engagement for site location was completed, with ongoing updates provided by Council to the community. The design is finalised, the kit has been ordered and the sub structure has been engineered for location and access requirements. Council has resolved site restrictions with new footing appropriately located.	 Achieved
2.2.2.4 Provide, maintain and upgrade Council cemeteries, including delivering the Narooma Cemetery Expansion project	Community Facilities	Council maintains eight operational cemeteries in Nelligen, Batemans Bay, Narooma, Bodalla, Tilba, Mogo, Moruya and Nerrigundah. During 2024-25, Council managed 60 burials, 25 inurnments and 48 reservations. Upgrades to increase capacity at Narooma cemetery were partially completed. Council is currently planning the construction of new inurnment walls and upgraded carparking.	 Achieved
2.2.2.5 Manage the Bay Pavilions	Community Facilities	During 2024-25, there were 297,240 visitors to the Bay Pavilions. Average monthly memberships were 1,279, and the average learn to swim enrolments were 555. The Yuin Theatre hosted 50 shows with a total attendance of 11,995. Council undertook upgrades to the facilities management information system which assist with the management of maintenance including programmed maintenance ensuring the delivery of a consistent level of service and a positive experience for the community.	 Achieved

Action	Service	Progress for year	Status
2.2.2.6 Introduce energy efficiencies at Bay Pavilions	Community Facilities	The Bay Pavilions Building Management System (BMS), which manages the heating and cooling of the facility, is fully operational. In addition, a Facilities Management Information System (FMI) has also been implemented. The implementation of these two systems has enabled Council to reduce energy consumption by approximately 20%. These improvements will be continually monitored to ensure maximum efficiency of operations while minimising power usage. Council also entered into a new energy contract with Shell Energy, which is more environmentally friendly and cost effective.	 Achieved

Measure	2024-25
Number of bookings for community halls	2,941
Number of public toilet facilities maintained	69
Number of burials and inurnments	85
Visitation number at Bay Pavilions	297,240

Delivery Program

Activity 2.2.3 Plan for, and deliver safe and accessible recreation opportunities, guided by the Recreation and Open Space Strategy and asset management plan

Action	Service	Progress for year	Status
2.2.3.1 Provide and maintain recreation facilities	Recreation	Council has undertaken maintenance of all skate parks and is proactively engaged in ongoing monitoring and maintenance of recreation sporting facilities.	 Achieved
2.2.3.2 Continue to upgrade Hanging Rock sporting complex	Recreation	The sports field construction at the Hanging Rock sporting complex was completed during 2024-25 and is open to the community and user groups. The new amenity block is 90% complete with the opening due late July 2025. Field lighting is due to be completed late July 2025 and additional sporting elements due for completion in December 2025.	 Achieved
2.2.3.3 Continue works for new playing field at Bill Smyth Oval	Recreation	Council continued works at the Bill Smyth Oval undertaking the following: • The construction of the second field at Bill Smyth was completed including the new field, turf and irrigation. • Field lighting was installed and commissioned. To finalise the project, minor landscaping is required around the field and is due for completion in late August 2025.	 Achieved

Action	Service	Progress for year	Status
2.2.3.4 Complete drainage upgrades at Gundry and Dalmeny ovals	Recreation	The Gundry Oval upgrade design is complete with works expected to commence after the winter sporting season and subject to soil testing. Council has completed the works at Dalmeny Oval.	 Off track
2.2.3.5 Manage the contract for Moruya and Narooma aquatic facilities	Recreation	Aligned Leisure is contracted to manage the Moruya and Narooma Swimming Pools and the contract is being proactively managed by Council. The Narooma and Moruya Swimming Pools are older facilities and are continually monitored for any maintenance. A hoist has been fitted in the 50m pool in Narooma to improve accessibility and the toilets have also been refreshed.	 Achieved

Measure	2024-25
Visitation numbers at Moruya Swimming Pool	23,941
Visitation numbers at Narooma Swimming Pool	41,077

Delivery Program

Activity 2.2.4 Work in partnership to improve local and regional health services

Action	Service	Progress for year	Status
2.2.4.1 Work with NSW Government to maximise health outcomes for residents, including progress of Eurobodalla Regional Hospital	Community and Corporate Leadership	Council successfully advocated to extend the hours of the Batemans Bay Urgent Care Clinic and continues to lobby to ensure the opening of the new Eurobodalla Regional Hospital does not disadvantage residents in the north of the shire. Council attends regular regional hospital project updates provided by Southern NSW Local Health District (SNSWLHD).	 Achieved

Community Strategic Plan

Strategy 2.3 Provide rich learning opportunities and experiences

Delivery Program

Activity 2.3.1 Work in partnerships to improve educational opportunities

Action	Service	Progress for year	Status
2.3.1.1 Collaborate with stakeholders to advocate for and address local educational needs	Community and Corporate Leadership	Council worked with State Training and the local TAFE to successfully reinstate the face-to-face Certificate III in Early Childhood Education and Care at the Moruya campus. Council has also participated in state and national early childhood forums to provide advice and perspectives for early childhood workforce and training reforms. Council's Employment Projects team are members of the South Coast and Illawarra local jobs task force. The task force facilitates the Eurobodalla Community Investment Committee in partnership with Campbell Page and local industry representatives to improve employment and educational opportunities for youth. Council also facilitates the Eurobodalla Youth Employment Stakeholder group working with tertiary education and businesses.	 Achieved



Image: Council's trainee, cadet and apprenticeship program has been in place for more than two decades, with many current staff coming up through the ranks this way. Caleb and Olive are part of our current cohort.

Delivery Program

Activity 2.3.2 Provide quality library services, programs and resources, as identified in the Eurobodalla Library Strategic Plan

Action	Service	Progress for year	Status
2.3.2.1 Provide lending collections, reference, information and online services	Libraries	In 2024–25, Council's libraries continued to deliver a wide range of services to meet the evolving needs of our community. Through access to physical and digital collections, public computers, technology support, and regular programming, the libraries remained vital hubs for learning, connection, and discovery. Key achievements for 2024-25 include: • 152,967 physical items were borrowed, reflecting strong community engagement with the library's diverse collection. • 1,217 new members joined the library, highlighting continued growth in community interest and participation. • Library staff provided support for 46,596 customer information and technology requests, ensuring patrons received timely and helpful assistance. • The digital collection saw significant use, with 20,162 eBooks, 34,880 eAudiobooks, and 20,666 eMagazines downloaded demonstrating a growing preference for flexible, on-demand access to resources. These outcomes reflect the library's commitment to accessibility, innovation and responsive service delivery in both physical and digital spaces.	 Achieved
2.3.2.2 Explore opportunities to develop intergenerational programming for linking our older and younger community members	Libraries	Council's libraries expanded efforts to foster meaningful connections between generations through a variety of inclusive and engaging programs. A standout initiative was the Grandparents Day Cupcake Decorating event, held across all library branches. This hands-on activity offered an opportunity for grandparents and grandchildren to bond, share stories, and create lasting memories together. Building on this success, our libraries also introduced an Intergenerational Storytime Program, where older adults and young children came together to enjoy stories, songs, and themed activities. These sessions encouraged shared learning and storytelling across generations, promoting empathy, literacy, and community connection. Additional intergenerational events included family-friendly movie screenings and collaborative craft workshops, all designed to bring people of all ages together in creative and meaningful ways.	 Achieved

Action	Service	Progress for year	Status
2.3.2.3 Introduce live streaming of cultural events such as museum tours, seminars and musical performances	Libraries	Eurobodalla libraries continued to expand access to world-class cultural and literary experiences through a program of live-streamed events. This initiative enabled literary festivals to be accessed directly by our community, reinforcing our commitment to lifelong learning, cultural enrichment, and digital inclusion. Key highlights this year included: • Live and Local, Sydney Writers' Festival in May 2025 • All three Eurobodalla Libraries – Batemans Bay, Moruya, and Narooma – hosted free live-streamed sessions from the Sydney Writers' Festival. These sessions featured acclaimed authors and thought leaders, offering our patrons front-row access to compelling conversations and literary insights without leaving the region. • In a regional celebration of books, ideas and storytelling, selected sessions from the Headland Writers' Festival in Tathra were live streamed. This event held in October 2024 brought together renowned Australian and international authors for inspiring discussions, with local audiences engaging in real-time from our library branches.	 Achieved
2.3.2.4 Develop and implement an early literacy plan	Libraries	Council has developed and commenced the implementation of our Early Literacy Plan which aims to identify strategies to enhance early literacy skills among children aged 0 to 5 in our community. The plan has been developed using the State Library Early Learning and Literacy Framework and benchmarking against other NSW libraries. Four key actions drive the plan: 1. Development of an early learning workplan for each branch; 2. Increase early literacy resources; 3. Ensure staff have skills for implementation; and 4. Develop local early learning partnerships. Batemans Bay Library launched the pilot program in February 2025. Key activities included weekly "Toddler Time" sessions based on tailored early learning workplans and themed literacy kits. Early feedback indicates strong community interest and increased family participation in library programs. The pilot is being evaluated through attendance data, parent surveys and qualitative feedback. Community input is actively shaping program delivery.	 Achieved

Action	Service	Progress for year	Status
2.3.2.5 Deliver programs and events via libraries to support life-long learning	Libraries	In 2024–25, Council's libraries delivered a vibrant and inclusive calendar of 648 programs and events, engaging 9,124 participants across all age groups. These initiatives reinforced our commitment to lifelong learning, creativity, and community connection. Lifelong Learning programs included: • Author talks and writing workshops that inspired readers and aspiring writers. • Early literacy programs, such as Story Time and Rhyme Time, building foundational skills for young learners. • Digital inclusion workshops, bridging the digital divide and empowering participants with essential tech skills. • Community-building activities including movie afternoons, book clubs, health and lifestyle workshops and exhibitions that promoted social connection and wellbeing. Other event highlights included: • Literary and cultural highlights including author talks and book launches and live-streaming of events from the Sydney Writers' Festival and Headlands Writers Festival. • Community and creativity were celebrated through Moruya library's partnerships with the Eurobodalla Literary and Art Salon and Eurobodalla Writers who showcased local talent through collaborative events that blended literature and visual arts. • Council's annual bookmark competition and artist talks continued to foster creative expression and community pride, encouraging residents to share their stories and artistic visions. • Youth and family engagement with our regular school holiday programs offering engaging, hands-on experiences such as printmaking workshops and the interactive Suitcase Universe Show and the Summer Reading Club, supported by Horizon Bank, which attracted 180 entries, encouraging reading and literacy among young participants. • Our commitment to health and wellbeing literacy was reflected in the popularity of Advance Care Planning sessions and highlighted the community's interest in future planning and wellbeing.	 Achieved

Measure	2024-25
Number of library borrowings	152,967
Number of library visitations	129,270
Number of library members	20,398
Number of library programs and events provided	648

Delivery Program

Activity 2.3.3 Develop and provide early education services and programs that promote learning and development

Action	Service	Progress for year	Status
2.3.3.1 Coordinate the Family Day Care service	Children's Services	Council coordinated the Family Day Care service which provided 36,267 occasions of care during 2024-25. The service has been successful in gaining a grant to support new educators to start their business. New marketing material has been designed to provide information to potential new educators and two new educators have commenced to bring the team to 10 educators across the Eurobodalla. The service waitlist has reduced from 141 children last year to 94 children this year. There have been 11 enquiries from prospective new educators who were unable to start due to qualifications or planning requirements. The service coordinated a local Early Years Conference in Batemans Bay that educators and other services attended. The service also hosted the annual Children's Week Fun Day, National Aboriginal and Torres Strait Islander Children's (NATSIC) Day, Families Week activities and participated in other local community activities such as Playdates with Emergency Services.	 Achieved
2.3.3.2 Provide Out of School Hours and Vacation care	Children's Services	Council's three Out of School Hours and Vacation care centres have provided a total of 13,524 occasions of service during 2024-25. Council's Out of School Hours (OOSH) programs provided children with a range of activities including: • Excursions to local recreation businesses such as golf clubs, pools, the airport and cinema. • Excursions to local beaches and parks. • Centre-based activities such as child led craft, science experiments, gardening, cooking, and physical games. • Intentional learning opportunities such as personal safety, native animal and plant biology and exploring authors. The services have celebrated and participated in NAIDOC Week, National Science Week, Families Week and Children's Week. The OOSH staff attended professional development at the Batemans Bay Early Years Conference held in November 2024 as well as child protection refresher and child safe organisation training.	 Achieved

Action	Service	Progress for year	Status
2.3.3.3 Deliver grant funded child and family development programs	Children's Services	Council's grant funded 3Bs playgroups provided nine playgroups across seven locations in the Eurobodalla to an average of 168 families each fortnight. The 3Bs playgroups have provided community events including: • The Westpac helicopter discovery day. • Cheeky Tunes interactive music performance. • University of Wollongong's science space exhibition. • Children's Week Fun Day, transition to school activities. • Participating in community events such as NAIDOC Week and Families Week. Council's grant funded Embracing Participation and Embracing Babies programs have strong demand across the Eurobodalla. Embracing Babies is being delivered to 75 new parents across three locations collaborating with the local Community Health and Tresillian Nursing service. This has seen more families being supported with early child health and development and parenting concerns. This period has seen more families requiring support to access early childhood services due to waitlists and limited paediatric services in the Eurobodalla shire. Community events have included: • NATSIC Day. • Playdates with Emergency Services. • The Early Years Conference. • Collaborative play sessions with other services including Campbell Page, The Family Place, and Sing and Grow.	 Achieved
2.3.3.4 Provide more professional development for local educators	Children's Services	Council has continued with advocacy and community networking events to improve the capacity of our local early education and care services. The network group met quarterly and discussed topics relating to staffing issues, child development and vulnerability. Positive outcomes for Eurobodalla include: • The roll out of free health and development checks for four-year old children attending long day care. • Preschool services being provided through the Brighter Beginnings program, Southern Area Local Health. Council coordinated and hosted an Early Years Conference in November 2024 with well-known key industry professionals. Educators from across the Eurobodalla shire and neighbouring regions attended, increasing their knowledge in leadership, pedagogy, curriculum, outdoor learning and culturally informed practice. Council sent a submission to the Parliamentary enquiry into early childhood education and care safety in June 2025 to advocate for further reforms for the sector.	 Achieved

Measure	2024-25
Number of facility day care attendees	3,784
Number of family day care educators	10
Number of vacation care attendees	3,761
Number of Out of School hours attendees	9,763

Community Strategic Plan

Strategy 2.4 Foster a safe community

Delivery Program

Activity 2.4.1 Collaborate with partners to address issues of community safety

Action	Service	Progress for year	Status
2.4.1.1 Coordinate the Police Liaison Committee	Public Order and Safety	Council coordinated the Police Liaison Committee with three meetings during 2024-25.	 Achieved
2.4.1.2 Review and update the Eurobodalla Road Safety Plan and provide road safety programs	Public Order and Safety	The Eurobodalla Road Safety Plan has been reviewed and updated with a draft scheduled to be presented at the 22 July 2025 Council meeting for consideration by Council for public exhibition.	 Achieved
2.4.1.3 Coordinate the management of beach safety through the Lifeguard contract	Public Order and Safety	The Australian Lifeguard service continued to provide professional beach patrol services during the summer season. Patrols started at Eurobodalla beaches on 19 December 2024 and continued to provide services to the end of the school holidays on 31 January 2025. This patrolled season resulted in 38 rescues and 161 first aid events. The lifeguard contract also supports the installation of Council's mobility mats that assist members of the community with disability or low mobility with beach access. Feedback on the mats continued to be positive throughout the season.	 Achieved

Measure	2024-25
Number of Police Liaison Committee meetings held	3

Delivery Program

Activity 2.4.2 Deliver legislated health protection and regulatory programs

Action	Service	Progress for year	Status
2.4.2.1 Promote and undertake the food inspection program in accordance with the Food Authority guidelines and Scores on Doors program	Public Order and Safety	Council conducted a total of 244 food premises inspections with 85% receiving a 4-star or 5-star rating.	 Achieved
2.4.2.2 Undertake commercial public pool water quality inspection program	Public Order and Safety	Council conducted 51 commercial public pool water quality inspections which resulted in 100% compliance.	 Achieved
2.4.2.3 Undertake liquid trade waste inspections and/or audits	Public Order and Safety	Council conducted 336 liquid trade waste inspections which resulted in 97% compliance.	 Achieved
2.4.2.4 Monitor, inspect and respond to issues in relation to public safety	Public Order and Safety	Council received and responded to 619 customer service requests for matters relating to public safety such as abandoned vehicles, unsafe parking and illegal camping.	 Achieved

Measure	2024-25
Percentage of complying food inspections	85%
Number of commercial public pool inspections	51
Number of liquid trade waste inspections	336

Delivery Program

Activity 2.4.3 Provide companion animal services, guided by the Companion Animal Management Plan 2018

Action	Service	Progress for year	Status
2.4.3.1 Respond to public safety matters associated with animal control	Public Order and Safety	Council received and responded to 796 customer service requests for matters relating to animals, such as straying/roaming animals, dog attacks and nuisance barking dogs.	 Achieved
2.4.3.2 Promote and encourage desexing, microchipping and registration of animals	Public Order and Safety	Council undertakes monthly audits of the NSW Companion Animal Register and sends correspondence to animal owners who are required to lifetime register and/or desex their animals by 12 weeks of age. Community education is provided via media releases and Council's website.	 Achieved

Action	Service	Progress for year	Status
2.4.3.3 Manage animal impounding and rehoming	Public Order and Safety	Council impounded 189 animals with 143 returned to owners or rehomed. The remaining animals were assessed as being unsuitable for rehoming having been assessed as feral cats or dogs with aggressive temperaments/declared as menacing or dangerous. A report regarding a proposed new animal shelter was presented to Council at their 19 November 2024 meeting. As a result of the updated motions and concerns from users of the stock yards, it was decided to re-position the new animal shelter to accommodate the stock yards. Architects have received an updated brief, and additional surveys are being undertaken to facilitate amended designs.	 Achieved

Measure	2024-25
Percentage of seized animals reunited with their owner	76%

Delivery Program

Activity 2.4.4 Work with agencies and emergency services to support coordinated emergency management and improved resilience

Action	Service	Progress for year	Status
2.4.4.1 Support emergency services, Government agencies and supporting organisations in planning, preparing, responding, and recovering from natural disasters through the Emergency Management, Rescue and Far South Coast Bushfire Risk Management Committees	Public Order and Safety	Council hosted three Local Emergency Management Committee (LEMC) and three Local Rescue Committee (LRC) meetings during 2024-25 and attended three Bushfire Management Committee (BFMC) meetings for the corresponding period. Council also supported the BFMC in reviewing submissions lodged during the public exhibition period of the Next Generation Bushfire Management Risk Management Plan (BFRMP).	 Achieved

Action	Service	Progress for year	Status
2.4.4.2 Advocate for strategic review of emergency and recovery services including the transfer of the annual cost for the Rural Fire Service, State Emergency Service and NSW Fire and Rescue to the NSW Government	Public Order and Safety	Council provided a written submission and gave evidence in the hearings of the NSW Parliament Public Accounts Committee into the Funding, Assets, and Infrastructure of the NSW Rural Fire Service.	 Achieved
2.4.4.3 Continue to work with the NSW Government to deliver the Eurobodalla Regional Co-located Emergency Services Precinct	Public Order and Safety	Council continues to work with the Commonwealth and NSW Governments to deliver the Eurobodalla Regional Co-located Emergency Services Precinct. In April 2025, Council secured an additional investment of \$4 million from the Australian Government's Housing Support Program – Community Enabling Infrastructure Stream for the design and construction of a roundabout on the Princes Highway. The roundabout will service the new Eurobodalla Regional Co-located Emergency Services Precinct, the Moruya TAFE campus and the South Moruya urban area.	 Achieved
2.4.4.4 Undertake fire mitigation program on Council controlled land	Public Order and Safety	Council treated 265 hazard reduction sites in accordance with the Bush Fire Risk Management Plan to monitor and maintain the various Asset Protection Zones (APZ) including: • 145ha asset protection zone slashing • 18ha asset protection zone hand clearing • 3.1ha asset protection zone grooming/ mulching	 Achieved
2.4.4.5 Advocate to the NSW and Australian governments to fund improved resilience of local roads and bridges, evacuation centres, water and sewerage systems, power supply, telecommunications and highways	Public Order and Safety	The Eurobodalla Critical Infrastructure Resilience Plan provides a framework for improving the resilience of public infrastructure to natural disasters. Council continues to seek funding to implement actions identified in the plan. Council has also advocated to the NSW Parliament Public Accounts Committee into the Funding, Assets, and Infrastructure of the NSW Rural Fire Service via submission and in person evidence to vest these assets in the State rather than Council.	 Achieved

Delivery Program

Activity 2.4.5 Continue to support Eurobodalla's natural disaster recovery

Action	Service	Progress for year	Status
2.4.5.1 Continue to support affected bushfire communities with development assessment	Development Assessment and Building Certification	Council continues to prioritise bushfire rebuild development applications (DAs). Council has received a total of 443 DAs (including modification of existing approvals) lodged for bushfire rebuilds from 1 January 2020 to 30 June 2025. The average processing time for these applications is approximately 43 days.	 Achieved
2.4.5.2 Promote a two-week free green waste drop off period at waste management facilities in conjunction with Rural Fire Service 'Get Ready' program.	Waste Management	Council waived approximately \$20,000 in gate fees for the disposal of green waste to support the community in preparing their properties for the upcoming bushfire season for a two-week period between 16 and 29 September 2024. The program was well received by the community with approximately 250 tonnes of green waste received across Council's waste facilities. The cost to deliver the program was approximately \$40,000 plus in-kind support.	 Achieved



Image: Check out this mulch mountain! Council opened its tips to residents to dump their green waste free of charge for two weeks in September. It coincides with RFS Get Ready Weekend and encourages households to clear up around their properties in preparation for bushfire season. The resulting mulch is used on our parks and gardens and given away free to residents.

Community Strategic Plan

Goal 3 Our region of vibrant place and spaces

Strategy 3.1 Balance development between the needs of people, place and productivity

Delivery Program

Activity 3.1.1 Review, prepare and deliver planning instruments that support sustainable social, environmental and economic outcomes as guided by our Local Strategic Planning Statements

Action	Service	Progress for year	Status
3.1.1.1 Finalise a masterplan for Batemans Bay CBD that identifies options for more housing	Strategic Planning	The public exhibition, which lasted ten weeks, is now complete and will be reported to the Councillors in the next couple of months.	 Off track
3.1.1.2 Prepare planning proposal to implement the Batemans Bay Masterplan	Strategic Planning	The NSW Government has funded a grant to assist with the preparation of the planning proposal for the Batemans Bay Masterplan, and Council will seek to engage consultants to assist with this work in 2025-26 once the Batemans Bay Masterplan is finalised.	 Withdrawn
3.1.1.3 Finalise the Dalmeny Land Release Development Control Plan	Strategic Planning	In 2024, Council decided to hand the lead for the project over to the landowners and their consultants due to staff vacancies. The project has not progressed due to ongoing discussions between the landowners about how to proceed with the project.	 Withdrawn
3.1.1.4 Prepare a housekeeping planning proposal to amend the Eurobodalla Local Environment Plan	Strategic Planning	Housekeeping amendments and updates to the Eurobodalla Local Environment Plan (LEP) are ongoing. The amendments commenced in the 2024-25 year have not been finalised. Amendments to the LEP have been undertaken as the need arises. However, we have been unable to complete the housekeeping amendments review due to other priorities. The dual occupancy development planning proposal aims to allow dual occupancies with Torrens title subdivision to 300m2 lots. This is currently with the Department of Planning, Housing and Infrastructure for drafting and finalisation and once this has been received Council will be in a position to progress this action.	 Withdrawn

Action	Service	Progress for year	Status
3.1.1.5 Conduct ongoing reviews and update planning controls	Strategic Planning	The review of Council's Development Control Plans (DCP) has commenced with a desktop review of planning controls and an inception meeting with the development industry. Further stakeholder workshops will occur with the development industry as Council reviews and updates the plans.	 Achieved

Delivery Program

Activity 3.1.2 Provide receptive and responsive development assessment services

Action	Service	Progress for year	Status
3.1.2.1 Assess and determine development applications	Development Assessment and Building Certification	The average processing time for development applications (DAs) and section 4.55 applications (previously section 96) was an average of 45.37 days at 30 June 2025, compared to 59.41 days for the same period in the previous financial year. Council received 701 development and modification applications. The total number of applications determined was 646, down 8% on the same period last year. Council received 2022 planning (10.7) certificates, with 72.7% processed in less than two days, 25% processed in two to four days, and 2.3% processed in more than four days (Note, days include weekends). The turnaround time for DA assessment was lower than the previous year despite an increase in the complexity and larger size of applications. The complexity and size of DAs has seen development costs increasing by 26.1% from \$279.8 million to \$352.7 million from last financial year.	 Achieved
3.1.2.2 Provide services that regulate caravan parks, swimming pool barrier compliance and other local approval applications	Development Assessment and Building Certification	Council has completed 330 swimming pool barrier inspections, issued 132 local government approvals and has completed nine 'Approval to Operate' determinations for caravan parks.	 Achieved
3.1.2.3 Provide pre-lodgement advice and assistance to applicants	Development Assessment and Building Certification	Council had 32 pre-lodgement requests with (potential) applicants. There were 29,279 email enquiries or requests to administration staff and 18,058 email responses provided. The Development Administration team and the Development Helpdesk received 11,376 inbound calls. This is a total of 58,713 interactions with the public concerning development matters over the 2024-25 year.	 Achieved

Action	Service	Progress for year	Status
3.1.2.4 Assess and determine engineering related applications and roads act approvals	Development Assessment and Building Certification	Subdivision Works Certificates resulted in nine determined, a decrease of 47.1% on the same period last year. Development engineers determined 53 section 68 Local Government approvals and 41 section 138 Roads Act approvals. Combined this was a 13.1% increase on the same period last year.	 Achieved

Measure	2024-25
Number of development assessments received	701
Number of development assessments determined	646
Number of pool barrier compliance certificates issued	330
Number of section 68 approvals for water/sewer/stormwater	53
Number of section 68 approvals to install moveable dwellings	14
Number of section 68 approvals to operate for caravan parks	9

Delivery Program

Activity 3.1.3 **Work in partnership to encourage and facilitate greater housing diversity and affordability**

Action	Service	Progress for year	Status
3.1.3.1 Advocate for housing supply, diversity and affordability in the region	Strategic Planning	Following the submission of the housing strategy to Council, Council requested staff to undertake further review to strengthen the strategy around actions to increase affordable, community and social housing. A revised housing strategy is being prepared to report back to Council in late 2025.	 Off track

Action	Service	Progress for year	Status
3.1.3.2 Continue delivery of the Moruya Housing Infrastructure project	Strategic Planning	Council has continued to deliver the objectives of the Moruya Housing Infrastructure project. Key deliverables during 2024-25 were: • Upgrading the stormwater infrastructure in sections of Campbell, Luck and Hawdon streets. • Upgrading the road surface on a section of Bergalia Street. • Constructing new footpath, and kerb and gutter along a section of Murray Street. • Progressing the planning and design of the Bergalia and Albert Street pedestrian crossings. • Completing the final design of traffic calming treatments at multiple intersections in the precinct. • Progressing the approvals and design of the roundabout on the Princes Highway near Moruya TAFE. Over the year, Council has improved: • The stormwater drainage in the precinct to reduce localised flooding and enable future development. • The safety, comfort, and lifespan of a section of the road on Bergalia Street. • The traffic flow, making the area safer and more accessible for motorists, cyclists, and pedestrians.	 Achieved

Community Strategic Plan

Strategy 3.2 Support diversified industry and thriving businesses

Delivery Program

Activity 3.2.1 Collaborate with other service providers for business to invest, diversify and grow guided by the Economic Development Strategy

Action	Service	Progress for year	Status
3.2.1.1 Facilitate and advocate for assistance and resources to local businesses	Economic Development	Eurobodalla was one of eight locations across the State to be selected to host a 2024 NSW Small Business Month Expo. The expo featured guest speakers including the Small Business Commissioner and representatives from local, state and federal government business assistance programs. Council produces a monthly business update newsletter circulated to 1,600 subscribers that highlights commercial opportunities, assistance programs and grants. It also contains contact details for business support staff servicing Eurobodalla in addition to regularly updated resources available on Council's website. Council has provided one-to-one assistance to 136 businesses.	 Achieved

Action	Service	Progress for year	Status
3.2.1.2 Work in partnership with chambers of commerce and other industry leaders	Economic Development	Council engages with the five Chambers of Commerce across the Eurobodalla shire to share information of interest to members, seek Chamber contribution to key documents and policies, and support economic stimulus activities. Council provided support to: • The 50th Anniversary of Moruya Business Chamber • Mogo Day in partnership with the Mogo Village Business Chamber • The opening of Mogo Trails • The Chamber Chase conducted by Narooma Chamber of Commerce Council recognises the significant voluntary contribution of the Chambers' executive members and hosts an annual lunch to discuss achievements and planned activities.	 Achieved
3.2.1.3 Collaborate with industry groups and bodies to welcome new and emerging industry and promote Eurobodalla as a place to do business	Economic Development	In partnership with the State Government's investment department, Council hosted a trade delegation of 15 Consul Generals as part of a south coast tour. The delegation was specifically interested in trade and investment opportunities in the aquaculture and cultural tourism. Three businesses/processing facilities were visited with other industry leaders invited to meet the delegation at a welcome function in Batemans Bay. Council sponsors the Canberra Joint Region Economic Development Working Group working at a regional level to build key stakeholder relationships. A meeting was held with Canberra Airport to discuss trade and freight opportunities aligned with the return of international carrier services. The development of mountain biking infrastructure in Eurobodalla has attracted investment with the expansion of related services and future developments. Council continues to work with developers and business owners as part of the Ride Ready industry development program. Council staff were also invited to attend specialist investment training in Sydney to prioritise investment attraction focus.	 Achieved
3.2.1.4 Review the Economic Development Strategy	Economic Development	The review to date has involved the revision of key data sets to understand changes across industry sectors since the Black Summer Bushfires and implications of the pandemic. Whilst there has been some recovery in the tourism sector, Eurobodalla continues to face challenges in addressing the age dependency ratio and development of skilled employment opportunities. The review has highlighted the need for place-based assessments that also considered some master planning activities.	 Achieved

Action	Service	Progress for year	Status
3.2.1.5 Promote work opportunities and provide career and training support through the Job Shop and Employment Projects	Economic Development	As a member of the Illawarra and South Coast Local Jobs Taskforce, Council attends monthly meetings to discuss training and employment opportunities in our region including access to funding, to support employers, industry and job seekers. Council's Employment Projects, through the Job Shop, provided free tailored employment and training assistance to 401 clients, including 206 new clients. Through targeted supports, 260 clients obtained employment, and our weekly jobs and training alert advertised 3,081 employment and 21 training opportunities to Eurobodalla residents. The Employment Projects team responded to 1,407 employment and training enquires from the Jobs and Training Facebook page, and the 1,800 subscribers who receive the weekly Jobs and Training Alert. Council led targeted youth employment, training and career development events including: • Entrepreneur Workshops attended by 30 students from three local high schools. • Subsidised First Aid and CPR course and Responsible Service of Alcohol for job seekers. • A Junior Jobs Drive which resulted in 38 youth employment outcomes, reaching 14,500 young people and their influencers through an online employment campaign. • A Eurobodalla Community Investment Committee Care Sector Bootcamp delivered to 20 students from local high schools to introduce them to local career and employment opportunities in community services. • School visits to promote Council's youth traineeships (visited three local high schools and presented to approximately 100 students). Other Council led employment and training initiatives included: • Council continues to work with Multiplex as the preferred local employment and training provider to assist them with staff recruitment for the Eurobodalla Regional Hospital build project. • As a founding member of the Eurobodalla Community Investment Committee, Council collaborated with local employers, high schools and other youth development initiatives to develop and implement the Caring Futures youth employment program. • Employment Projects identified and promoted 359 inclusive job opportunities through the weekly Job Alerts and delivered two employment ready workshops for job seekers with disability.	 Achieved

Measure	2024-25
Number of businesses assisted	136
Number of Job Shop clients	401
Number of jobs and training opportunities provided	369

Delivery Program

Activity 3.2.2 Support the local tourism industry to be viable year-round and encourage development of sustainable visitor experiences as guided by the Destination Action Plan, Nature Based Tourism study, Wayfinding and Tourism Signage Strategy and Events Strategy

Action	Service	Progress for year	Status
3.2.2.1 Provide support, promotion and networking opportunities to local tourism operators	Tourism	All planned industry support, promotion and networking opportunities have been completed. Visitor experience development initiative framework agreed upon and to be implemented in 2025-26 following industry networking event scheduled for November 2025.	 Achieved
3.2.2.2 Explore and establish a tourism delivery model to drive the high priority outcomes of the Eurobodalla Destination Action Plan	Tourism	Council endorsed the delivery model and the transition of the Visitor Economy Working Group to a formal advisory committee in June 2025. Implementation of the Action Plan is ongoing in collaboration with the advisory committee.	 Achieved

Delivery Program

Activity 3.2.3 Develop the Mogo Adventure Trail Hub guided by the Nature Based Tourism study

Action	Service	Progress for year	Status
3.2.3.1 Finalise construction of Mogo Trails including supporting infrastructure	Tourism	Council completed the construction of the Mogo Trails, along with supporting infrastructure in May 2025. An official opening and ribbon cutting will be held at Mogo Oval on Saturday, 5 July 2025. The finalisation of the construction means the full 125km trail network is now fully operational.	 Achieved

Delivery Program

Activity 3.2.4 Develop the Batemans Bay Coastal Headlands Walking Trail and Observation Point guided by the Masterplan

Action	Service	Progress for year	Status
3.2.4.1 Finalise construction of the Batemans Bay Coastal Headlands Walking Trail	Tourism	The 15km Coastal Headlands Walking Trail, now named the Munjip Trail, is completed and is open for public use. Finalisation activities and an event to celebrate completion of the project will occur in 2025-26.	 Achieved

Delivery Program

Activity 3.2.5 Encourage a variety of quality events to drive economic development as guided by the Events Strategy

Action	Service	Progress for year	Status
3.2.5.1 Attract and support quality events that drive visitation to the shire and enhance community life	Tourism	Council's events team supported and facilitated 41 external events during 2024-25, ranging from small community events to large festivals. These events drove visitation to the Eurobodalla shire and enhanced community life.	 Achieved

Measure	2024-25
Number of event applications processed	41

Community Strategic Plan

Strategy 3.3 Embrace and value our creative arts

Delivery Program

Activity 3.3.1 Showcase public art, as guided by the Public Art Strategy

Action	Service	Progress for year	Status
3.3.1.1 Ensure public art owned by Council is included in Council's Asset Management Register	Community and Cultural Development	All public artworks have been included in Council's Asset Management Register. All artworks owned by Council have been documented in the Council Art Collection Schedule.	 Achieved
3.3.1.2 Provide advocacy and education in relation to current public art practice	Community and Cultural Development	Advocacy and education in relation to Public Art was provided for the following projects: • The South Durras Oval facilities mural • The Narooma water tank mural • Indigenous Cultural Intellectual Property Policy and Protocols • Two sculptures for Clyde Sculpture donations • Gillie and Marc Sculpture donations • Moruya Library and Arts Centre carpark mural	 Achieved

Measure	2024-25
Number of public art advocacy and educational activities undertaken	7

Delivery Program

Activity 3.3.2 Develop and promote creative arts activities and industries, as guided by the Creative Arts Strategy

Action	Service	Progress for year	Status
3.3.2.1 Provide opportunities for the community to participate in creative arts	Community and Cultural Development	A diverse range of activities were provided to the community to participate in the creative arts this year including: • 11 exhibitions • Nine opening events • 13 artist talks • Eight creative arts workshops • Two long table lunch events in the Basil Sellers Exhibition Centre In addition, 64 artists had the opportunity to showcase their artwork and share their skills through the creative arts programming with 14,504 participants attending throughout the year. The Arts Canvas newsletter promotes Eurobodalla based artists and arts events to over 2,500 recipients each month, featuring more than 350 events and arts opportunities across the year. Robust social media maintains a high visibility for Eurobodalla arts events with over 300 posts across two platforms throughout the year. Council also continues to work with South East Arts and others to promote and develop arts and culture in the Eurobodalla.	 Achieved
3.3.2.2 Encourage the appreciation and development of Aboriginal arts and cultural heritage	Community and Cultural Development	Council hosted a major Aboriginal art exhibition on loan from philanthropist Christina Kennedy, 'Painting on Country'. Additionally, an Aboriginal artist was featured in the Regional Futures Exhibition, which offered two programs: an online panel discussion and a Walking on Country workshop led by a local Elder. Significantly, for the first time, an Aboriginal artist was named the winner of the Eurobodalla Acquisitive Prize through the national Basil Sellers Art Prize. Council has also acquired three new local Aboriginal artworks for the permanent collection.	 Achieved

Measure	2024-25
Participation in creative arts activities	14,504
Number of Aboriginal arts activities delivered	8

Delivery Program

Activity 3.3.3 Exhibit the arts at Council facilities

Action	Service	Progress for year	Status
3.3.3.1 Implement the Basil Sellers Exhibition Centre arts program	Community and Cultural Development	The Basil Sellers Exhibition Centre (Bas) program has been delivered according to schedule, featuring 12 exhibitions across the Bas and Mechanics Institute, including the national Basil Sellers Art Prize. This year, the Bas has welcomed 13,866 visitors.	 Achieved
3.3.3.2 Coordinate the Basil Sellers Art Prizes and scholarships	Community and Cultural Development	The Basil Sellers Art Prize (BSAP), the Little Sellers Art Prize (LSAP) and the Little Sellers Scholarship Program have been successfully implemented. The BSAP saw an unprecedented 487 applications for the prize coming from all states and territories in Australia. Mr Sellers announced an increase to future BSAP events taking the overall prize to \$50,000. In addition, the BSAP has further supported local artists with an exhibition in the Bas as part of the annual program. Preparation for the BSAP 2026 has begun and the call for entries for the LSAP 2025 is currently open. A partnership with the Australian National University School of Art and Design has been added to the LSAP and scholarship stream of programming, supporting an outstanding graduate to exhibit at the Bas. This exhibition preparation is underway.	 Achieved

Measure	2024-25
Number of Little Sellers entries	155



Image: Contextually designed cultural signage at Brierley's Boat ramp.

Community Strategic Plan

Strategy 3.4 Celebrate our unique region through inclusive places and spaces

Delivery Program

Activity 3.4.1 Plan and deliver functional and inclusive public spaces

Action	Service	Progress for year	Status
3.4.1.1 Work with key stakeholders to develop and implement place activation for towns and villages	Strategic Planning	Council has successfully delivered multiple place activations including: • The Observation Point and Munjip Trail projects • The Wagonga Inlet Living Shoreline • Brierley's boat ramp • Malua Bay Beach playground Council's support for events also activates many locations, notably the Narooma and Batemans Bay foreshores. The most significant activation held was the opening of Mogo Trails with its mountain bike network integration with the commercial functions of Mogo and Batehaven.	 Achieved
3.4.1.2 Work with key stakeholders to develop and implement recreation and open space plans and projects	Recreation	Council's recreation services team has engaged a consultant and commenced a project to review and develop a comprehensive renewal and maintenance program for all our playground, fitness equipment and skatepark facilities across the Eurobodalla LGA. This work will be implemented and form actions in the future amended Recreation and Open Space Strategy and enable Council to identify and prioritise projects to be shovel ready for grant funding.	 Achieved
3.4.1.3 Continue to develop plans of management for developed and undeveloped Crown Reserves	Property	Council has continued to develop plans of management (POM) for developed and undeveloped Crown Reserves. Plans of Management currently under development include: • The draft Hanging Rock, Corrigans Beach and Observation Point POM – the post-exhibition and finalisation report is being completed. • The draft Riverside Park and Reserves POM – community consultation on the draft masterplan is due to commence on Saturday, 19 July 2025. • A draft Developed Reserves and Facilities POM is underway and the relevant land parcels have been partially reviewed.	 Achieved

Delivery Program

Activity 3.4.2 Implement the Batemans Bay Waterfront Masterplan and Activation Strategy

Action	Service	Progress for year	Status
3.4.2.1 Support traders to have active shopfronts onto the street	Strategic Planning	Council supported Mogo Day - an initiative to activate shops and spaces in the village during the River of Art. Special permits have also been granted for one-off activities such as outside broadcasts to enhance street vibrancy in several towns. Licences and temporary permits have been granted for a range of commercial functions to activate key sites and enhance retail strips.	 Achieved

Delivery Program

Activity 3.4.3 Provide distinctive, innovative and consistent signage and interpretation that promotes our unique features guided by the Wayfinding and Signage Strategy

Action	Service	Progress for year	Status
3.4.3.1 Finalise the installation of signage at Tilba Tilba and Central Tilba, Tomakin, Broulee, Mossy Point, Batehaven	Tourism	Finalisation of the village entry project is underway, with signs due to be installed by February 2026.	 Off track

Measure	2024-25
Number of town signs installed	0

Delivery Program

Activity 3.4.4 Provide a Regional Botanic Garden of Excellence

Action	Service	Progress for year	Status
3.4.4.1 Continue to provide quality visitor experiences at the Eurobodalla Regional Botanic Garden	Commercial Entities	A total of 102,187 visitors experienced the garden within the last 12 months which was an increase of 17% compared to the previous year. This increase was achieved through the increasing popularity of a range of quality events throughout the year including the From the Forest festival, book fair, school holiday activities, specialised guided walks, workshops and the quality of our cafe and garden shop. The Mogo Trails continue to have a positive effect as bike riders and their families now make up 6.1% of our visitors. Completion of our Wellness Walk is expected to add to the quality of our visitors experience and collaborations with Council's Environment and Children's Services teams to put on community events based at the garden which has proved very successful.	 Achieved

Action	Service	Progress for year	Status
3.4.4.2 Coordinate the established volunteer network to support the Eurobodalla Regional Botanic Garden	Commercial Entities	During 2024-25, volunteers contributed 15,359 hours of volunteer labour for the Eurobodalla Regional Botanic Garden. Volunteers were coordinated by staff in all areas including site maintenance, horticultural work, nursery production, visitor services, education programs, guiding and data entry. In order to maintain our volunteer levels, Council undertook several successful inductions for new volunteers. Staff continued to train volunteers throughout the year with workshops and hands on tuition. Council catered a Christmas team lunch for volunteers in addition to a thank you Volunteer Week lunch.	 Achieved

Measure	2024-25
Visitation numbers at Eurobodalla Regional Botanic Garden	102,187



Image: 100,000 visitors can't be wrong. Each year the Eurobodalla Regional Botanic Garden welcomes guests to our spectacular native gardens. A popular wedding venue and close to Mogo's mountain bike trails, the cafe, shop and nursery are always busy.

Community Strategic Plan

Goal 4	Our connected community through reliable and safe infrastructure networks
Strategy 4.1	Provide integrated and active transport network to enable a connected and accessible Eurobodalla

Delivery Program

Activity 4.1.1	Plan for an integrated and active local transport network, guided by the NSW Government's Future Transport 2056 Strategy
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Action	Service	Progress for year	Status
4.1.1.1 Plan for a safe, efficient and integrated transport network that meets current and future needs	Transport, Strategic Planning	Council has continued to deliver actions to achieve our vision of a safe, accessible, integrated, and resilient transport network that provides for the efficient and effective movement of people and goods. Council's existing transport network is managed and underpinned by: • Taking a strategic whole-of-network and route approach, rather than a project-specific approach. This is supported by the Northern Area Transport Network Plan (NATNP) and the Draft Southern Area Transport Network Plan that is currently being prepared. • A well-established road hierarchy directly linked to current and planned growth. • A strong focus on saving lives and reducing road-related trauma through implementation of the Eurobodalla Road Safety Plan 2019-22. This plan has been reviewed and updated with a new draft plan to be presented to Council for consideration for public exhibition. • Sound asset management including the integration of resilience outcomes. This is documented within our Asset Management Plans and Strategy which have been reviewed and updated this year as part of our Resourcing Strategy. • Sound risk management through the application of our Local and Regional Roads Risk Management Policy and Code of Practice. • Integration of active transport through the implementation of the Eurobodalla Pathways Strategy 2017 which is currently being reviewed and updated. • A strong focus on improving connectivity, walkability, and liveability of our towns and villages, particularly within our commercial business districts and where major routes pass through our villages.	 Achieved

Action	Service	Progress for year	Status
4.1.1.2 Provide traffic management planning	Transport	Council has continued to provide traffic management planning to support decision making related to the installation of regulatory signage and line marking, special event approvals, public transport matters, road infrastructure installation, development advice and other road safety matters. All relevant matters have been referred to the Eurobodalla Local Traffic Committee for further advice and recommendations to Council to ensure a safe, efficient and effective road network.	 Achieved
4.1.1.3 Coordinate the Local Traffic Committee	Transport	The Local Traffic Committee is primarily a technical review committee, which is required to advise Council on matters referred to it relating to prescribed traffic control devices and traffic control facilities for which Council has delegated authority. The Local Traffic Committee considers the technical merits of various proposals and ensures they meet current technical guidelines. In 2024-25, eight Local Traffic Committee meetings were held.	 Achieved
4.1.1.4 Advocate for improved public transport including compliance with NSW Disability Standards for accessible public transport	Transport	Council continues to work closely with the NSW Government and Transport for NSW (TfNSW) and the Local Traffic Committee in supporting improvements to public transport. Council continues to participate in TfNSW's Country Passenger Transport Infrastructure Grants Scheme (CPTIGS). This has led to funding to undertake various upgrades to bus shelters across the Eurobodalla shire to improve accessibility and quality of kerbside passenger transport infrastructure in line with NSW disability standards. Design for two new shelters at George Bass Drive/Rosedale Parade, one shelter at George Bass Drive Lilli Pilli and provision of upgrade works at South Head Road, Moruya Heads have been completed and Council continues to advocate for further improvements. Council has been successful in receiving funding through the NSW Governments Get NSW Active Program to review and update our pathways strategy which will further improve the way our active transport projects are delivered.	 Achieved
4.1.1.5 Provide community transport services	Community Care	Council continued to provide community transport services to registered clients across the Eurobodalla with 8,900 trips taken for 754 clients during 2024-25.	 Achieved

Measure	2024-25
Number of Local Traffic Committee meetings	8
Number of community transport trips	8,900
Number of community transport volunteer hours provided	7,757

Delivery Program

Activity 4.1.2 Advocate for improved and resilient transport services and infrastructure

Action	Service	Progress for year	Status
4.1.2.1 Partner with peak bodies to advocate for improved local transport services and infrastructure	Transport	Council is working with Transport for NSW and the Department of Health (Infrastructure) on integration of the Eurobodalla Regional Hospital, the Moruya Emergency Services precinct and the Princes Highway. Council is also working with the South East Australian Transport Strategy Inc (SEATS), and the Roads and Transport Directorate, to advocate on transport priorities for the Eurobodalla, including upgrades to the Princes Highway.	 Achieved

Delivery Program

Activity 4.1.3 Provide safe and reliable local and urban roads, guided by the Asset Management Plan

Action	Service	Progress for year	Status
4.1.3.1 Deliver the annual maintenance program for local and urban roads	Transport	Council has completed the required inspections as per schedule. Funding received under the State Government's Regional Emergency Road Repair Fund has significantly contributed to the progress of road maintenance across the Eurobodalla shire, reducing road safety risks and addressing the current road maintenance backlog.	 Achieved
4.1.3.2 Deliver the annual capital works program for the local and urban road network	Transport	In line with Council's annual capital works program the roads at Shelly Road, Moruya and Dalmeny Drive, Dalmeny have been renewed to increase the longevity of these assets and to improve driving conditions on these roads.	 Achieved
4.1.3.3 Deliver Potato Point Road flood resilience upgrade	Transport	Environmental assessments and designs are complete. A tender has been awarded for the bridge construction, with works planned to commence in July 2025.	 Off track
4.1.3.4 Progress intersection upgrades for George Bass Drive	Transport	Over the year, Council has committed to progressing intersection upgrades on George Bass Drive by: - Constructing a four-legged roundabout in Broulee at the intersection of George Bass Drive and Broulee Road. - Progressing the planning and design of a four-legged roundabout in Malua Bay at the intersection of George Bass Drive, Sylvan and Kuppa Streets. Construction is scheduled for delivery in July 2025. - Actively seeking state and federal grant funding opportunities to deliver a three-legged roundabout in Broulee at the intersection of George Bass Drive and Train Street.	 Achieved

Measure	2024-25
Length of sealed roads maintained	633km
Length of unsealed roads maintained	390km
Number of bridges maintained	115

Delivery Program

Activity 4.1.4 Deliver a functional stormwater network guided by the Asset Management Plan

Action	Service	Progress for year	Status
4.1.4.1 Deliver the annual works program for the stormwater network	Stormwater	Stormwater projects completed by Council during 2024-25 included: • Merinda Street, Malua Bay • Trafalgar Road Stage 2, Tuross Head • Dalmeny Drive, Narooma • Campbell Street, Moruya • Brighton Street, Tuross Head • McMillan Crescent, Dalmeny • Hector McWilliam Drive, Tuross Head • Centenary Drive, Narooma	 Achieved

Measure	2024-25
Length of stormwater maintained	205km



Image: This intersection on busy George Bass Drive was realigned and a roundabout constructed.

Delivery Program

Activity 4.1.5 Promote active and inclusive transport through the provision and enhancement of the pathway network, as guided by the Pathway Strategy and Asset Management Plan

Action	Service	Progress for year	Status
4.1.5.1 Deliver the annual maintenance program for the pathway network	Transport	Council completed the annual maintenance program for the pathway network with inspections undertaken as per schedule and maintenance completed as required.	 Achieved
4.1.5.2 Deliver the annual capital program for Footpaths, Cycleways and Shared Paths	Transport	The annual capital network expansion projects completed by Council during 2024-25 included: • The missing link of footpath on Edward Road in Batehaven. • A section of shared pathway on Sunpatch Parade in Tomakin. • Sections of shared pathway on Francis, Vulcan, and Murray Streets in Moruya.	 Achieved
4.1.5.3 Review and update Pathways Strategy	Strategic Planning	Council is currently undertaking procurement to engage consultants to review and update the Pathway Strategy 2017. The strategy was delayed due to a lack of resourcing.	 Off track

Measure	2024-25
Length of pathway maintained	153km

Delivery Program

Activity 4.1.6 Provide car parking, guided by the Asset Management Plan

Action	Service	Progress for year	Status
4.1.6.1 Deliver the annual car park works program	Transport	Council completed the annual car park works program with inspections undertaken as per schedule and maintenance completed as required.	 Achieved

Measure	2024-25
Number of car parks maintained	147

Community Strategic Plan

Strategy 4.2 Strengthen linkages through air, road, and marine transport options

Delivery Program

Activity 4.2.1 Advocate for improved regional roads and freight access in and out of Eurobodalla

Action	Service	Progress for year	Status
4.2.1.1 Work with key partners to advocate for the progress upgrades of the Princes and Kings Highways	Transport	Council is working with the South East Transport Strategy Inc (SEATS) to advocate for highway and transport priorities for the Eurobodalla, including highway duplication and bridge upgrades. Council is working with the Canberra Region Joint Organisation (CRJO) on transport infrastructure priorities on the Kings Highway and Princes Highway. Council engages in quarterly liaison meetings with Transport for NSW to discuss regional and Council transport projects; road safety, particularly on the Princes Highway; and is a partner in the Kings Highway Road Safety Partnership. Council attended the Transport for NSW (TfNSW) Movement and Place Workshop on 4 July 2024 to discuss future options and upgrades to traffic movements in the Narooma locality and options for the Narooma Bridge. Council also attended the Local Roads Congress on 1 June 2025 to assist in collective advocacy for improved funding and support for transport networks in NSW. A submission has been provided to the draft TfNSW South East and Tablelands Strategic Regional Integrated Transport Plan on key transport priorities for our region. Council's Local Traffic Committee works with the NSW Police on reviewing fatalities on the Kings and Princes Highways, to improve safety of the highway network. Roads Maintenance Management Contract work is undertaken by Council on the Kings Highway for TfNSW, on projects to improve traffic efficiency and road safety.	 Achieved
4.2.1.2 Advocate to the NSW Government to optimise outcomes from delivery of key regional transport upgrades such as Moruya Bypass and upgrade of Kings and Princes Highway for freight	Transport	Council will continue to work with Transport for NSW for the implementation of the Moruya Bypass, and the integration of the Princes Highway with the South Moruya Housing Infrastructure project, the Eurobodalla Regional Hospital and the Moruya Emergency Services precinct. Council has proactively engaged Transport for NSW to work with Council on identifying options to improve traffic congestion in the Moruya CBD until the Moruya Bypass project is commenced.	 Achieved

Delivery Program

Activity 4.2.2 Provide and enhance the Regional Airport, guided by the Airport Masterplan

Action	Service	Progress for year	Status
4.2.2.1 Operate and maintain the Regional Moruya Airport	Commercial Entities	Council continues to operate and maintain the airport. Rex Airlines continued to operate four flights per day (three flights to Sydney and one to Merimbula). Passenger volumes show a slight decline on last year with just over 19,000 passengers. With Rex going into administration in July, this is of concern. There is a risk to the future of the service if a buyer for Rex cannot be found. Council has advocated to the Australian Government to ensure the Government is aware of the importance of this service.	 Achieved
4.2.2.2 Commence implementation of the Airport Strategy and Masterplan	Commercial Entities	The Moruya Airport Masterplan and Strategic Plan will be presented to Council in 2025-26. Actions under the draft plans have been implemented including adequate provisioning for future infrastructure costs. Two examples are the replacement of the entire security fence around the airport from grant funds and assessment of the main runway pavement strength to ensure it is adequate.	 Achieved

Measure	2024-25
Number of landings at the airport	11,914
Number of passengers	19,009

Delivery Program

Activity 4.2.3 Work in partnership to develop marine infrastructure, guided by the Marine Asset Management Strategy

Action	Service	Progress for year	Status
4.2.3.1 Inspect and maintain Council boating and marine infrastructure	Recreation	Council boating and marine infrastructure inspections and maintenance completed as required.	 Achieved

Action	Service	Progress for year	Status
4.2.3.2 Advocate for NSW Government boating and marine infrastructure and ongoing dredging of navigation channels	Recreation	Council is seeking funding under NSW government programs including Boating Infrastructure for Communities Grant and the Recreation Fishing Trust in line with the Grants Strategy 2024-28 to upgrade boating and marine facilities across the Eurobodalla shire. Council also advocated to Transport for NSW to expedite dredging of the Batemans Bay channel and use the dredged material to nourish Surfside Beach as an identified action in the Open Coast Coastal Management Program.	 Achieved

Measure	2024-25
Number of marine infrastructure maintained	125

Community Strategic Plan

Strategy 4.3 Enhance connectivity through improved telecommunications and power supply

Delivery Program

Activity 4.3.1 Work with key partners to ensure resilience, consistency and improvements in our networks

Action	Service	Progress for year	Status
4.3.1.1 Advocate for improved power supply resilience to critical infrastructure and vulnerable communities	Public Order and Safety	The Mount Wandera communications site is critical to the Eurobodalla LGA, and Council is engaged in a grant funded project to improve the resilience of the site to bushfire. Council is working with the National Emergency Management Authority (NEMA) to rescope the project after issues with tenure on the Crown Lands owned site. Council will seek to use the funding to focus on hardening Council infrastructure to improve its resilience to fire.	 Achieved
4.3.1.2 Advocate for improved resilience, coverage and speed of telecommunications including fast internet and reduced mobile black spots	Public Order and Safety	Council continues to work with network service providers to support digital literacy education through events for business and using our libraries for resident education events. Sharing information on approved developments ensures new infrastructure is aligned with the shire's future growth. Council has also participated in two pilot programs to improve the resilience of network infrastructure.	 Achieved

Community Strategic Plan

Goal 5	Our engaged community with progressive leadership
Strategy 5.1	Acknowledge our shared responsibility through an informed community

Delivery Program

Activity 5.1.1	Proactively provide clear, accessible, timely and relevant information to support and inform the community
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Action	Service	Progress for year	Status
5.1.1.1 Manage Council's digital platforms, including websites, social media and newsletters	Communications	Council continued to manage its digital platforms during 2024-25 including: • Website content updates were reviewed and approved daily, and web editors provided with ongoing training and guidance to improve the content of the pages including the corporate, Bas and Botanic Garden sites. • Four corporate social media accounts were managed including Facebook, Instagram, LinkedIn and YouTube. Facebook remains one of Council's strongest communications tools with the community, and our audience continues to grow with 19,357 followers with 955 net follows over the financial year. Council's corporate Instagram page has 3,192 followers (175 net followers) and YouTube account has 225 subscribers (13 net subscribers). Instagram reach and engagement increases markedly as we continue to produce more Reels. Our LinkedIn account has 2,214 followers (108 net follows). We post on average once a fortnight, focusing on industry relevant stories. • Council continues to produce Living in Eurobodalla – a print newsletter distributed quarterly to all households. • Electronic newsletters distributed by Council included: Council News, Arts Information Exchange, Business Update, Library News, Builders and Developers, the Bas, Children's Services Update, Tourism News, What's On Eurobodalla, The Employment Revolution's Job Update. • Council News is the organisation's monthly corporate email newsletter that continues to exceed industry standards, with open rates of 69.02% (up from 67.8%).	 Achieved

Action	Service	Progress for year	Status
5.1.1.2 Communicate Council's activities to media and the community using owned and earned media	Communications	Council prepared and distributed 69 news items/media releases on our website and to local and regional media outlets as well as stakeholders like state and federal representatives and local community associations. Media queries were received from local, regional and national media outlets, with most responded to within a day. In addition to informal queries, Council responded to 109 formal media queries and arranged 27 interviews between media and Council spokespeople. Councillor representation is promoted by: • Social media posts advertising upcoming Council meetings including Public Access and Public Forum with links to the business paper which are also shared with local media. • A post-meeting Mayoral video is shared on Facebook highlighting key Council decisions. • Organisation and promotion of monthly Councillor Catch-up sessions via posters and social media.	 Achieved
5.1.1.3 Design Council's communications, signage and promotional materials in line with brand and accessibility requirements	Communications	Council continued to work towards a comprehensive refresh of our brand image. This included updated print and signage materials that ensure greater recognition across the Eurobodalla shire and enhance the clarity, user-friendliness, and accessibility of our client-facing communications. The design system has been refined to improve accessibility, incorporating larger font sizes, avoiding small body copy and light fonts, and adhering to web content accessibility guidelines and colour contrast ratios. Council is also working on updates to our corporate style guide with refreshed design templates for project signage. There is ongoing installation of village signs and interpretive sign projects that celebrate our collaboration with local community and First Nations artists, integrating culturally significant artwork and authentic storytelling. Council has also established a more streamlined design request process which is improving our service delivery to internal clients.	 Achieved

Measure	2024-25
Website traffic	265,774
Number of social media followers	24,763
Number of Council News subscribers	2,749
Number of media releases distributed	69
Number of media queries	109
Number of newsletters published	3

Delivery Program

Activity 5.1.2 Provide a range of opportunities for the community to be consulted and engaged, guided by the Community Engagement Strategy

Action	Service	Progress for year	Status
5.1.2.1 Invite community members to participate in decision-making by providing a broad range of engagement opportunities	Communications	Council ensures the community is made aware of opportunities to engage in decision making by way of communications on our website (via homepage banners and project pages), social media, pop-up stalls in high-traffic areas (particularly markets), radio advertising and through media releases provided to local and regional outlets. Some projects also engage with community members directly through written or electronic mail. Where appropriate, posters and/or flyers also provide information about community participation. Council's website and online engagement tool 'Our Eurobodalla' is used to host engagement information. Council has also begun creating video reels with project leads to educate and engage with the community.	✓ Achieved



Image: Beach mats installed at Eurobodalla's patrolled beaches are providing new access for people with disability or mobility challenges. A wonderful project in collaboration with the community.

Delivery Program

Activity 5.1.3 Provide a welcoming and easy to deal with Council where customers have a positive experience

Action	Service	Progress for year	Status
5.1.3.1 Provide quality customer assistance in main administration building and depots	Customer Service and Records	A total of 8,026 customer service interactions were recorded at Council's main administration building through face-to-face enquiries and phone assistance. Council's customer service team processed 5,763 receipts, and the customer service call queue received a total of 30,948 phone calls.	 Achieved
5.1.3.2 Manage public access to government information (GIPA)	Customer Service and Records	Obligations under the Government Information (Public Access) Act 2009 were completed on time, including submission of the annual GIPA Report, maintenance of the GIPA disclosure log, publishing of section 6(5) record, and annual review and update of the Agency Information Guide (AIG). None of Council's decisions on access applications made under the GIPA Act in 2023-24 were subject to external review. Information continues to be shared proactively and informally with the public wherever possible.	 Achieved
5.1.3.3 Provide effective records management	Customer Service and Records	Council continues to provide an effective records management system. Council received 4,398 hard copy letters and 36,163 emails to the council@esc.nsw.gov.au email address.	 Achieved

Measure	2024-25
Percentage of phone enquiries to Council's switchboard addressed within timeframes	91%
Percentage of customer service requests resolved within timeframes	83%
Number of GIPA applications received	12
Number of GIPA applications determined	14
Percentage of correspondence dealt with within timeframes	88%

Community Strategic Plan

Strategy 5.2 Proactive, responsive and strategic leadership

Delivery Program

Activity 5.2.1 Be proactive leaders with a focus on ‘community better’

Action	Service	Progress for year	Status
5.2.1.1 Facilitate and support civic functions	Community and Corporate Leadership	In addition to hosting citizenship ceremonies, Council facilitated a number of significant civic and community events. These included: • The NAIDOC Week flag-raising ceremony. • The official opening of the Malua Bay Beach Reserve, Mogo Trails and Wagonga Inlet Living Shoreline projects. • A round table convened with Police Minister Yasmin Catley, various state and federal ministers. • Visits from distinguished guests including Her Excellency the Honourable Margaret Beazley.	 Achieved
5.2.1.2 Administer community grants and donations	Community and Corporate Leadership	Council continues to administer community grants and donations. A total of \$189,245 in community grant funding, donations and sponsorships were awarded in 2024-25.	 Achieved
5.2.1.3 Explore opportunities for Councillors to be more accessible to the community	Community and Corporate Leadership	Councillor Catch Ups were placed on hold during the caretaker period and throughout the induction of the new Council. Councillor Catch Ups resumed in May 2025 at Nelligen and in June 2025 at Batemans Bay.	 Achieved
5.2.1.4 Provide professional development opportunities for Councillors including post-election induction	Community and Corporate Leadership	Council elections were held on 14 September 2024. The new Council participated in a welcome series and induction program comprising two days with an external facilitator and six additional sessions run by the Executive Leadership Team.	 Achieved

Measure	2024-25
Number of civic functions held	8
Total value of community grants distributed	\$189,245

Delivery Program

Activity 5.2.2 Implement effective governance and long-term planning

Action	Service	Progress for year	Status
5.2.2.1 Assist the Council in meeting its statutory obligations and roles	Community and Corporate Leadership	During 2024-25, 11 Ordinary meetings of Council were held and no extraordinary meetings were held. Seven Mayoral Reports were submitted including: • General Manager's Annual Performance Review 2023-24 • Coastal Protection Works, Surfside Beach • Regional Express Airlines • Tuross Beach Clean-up • Donations offer of public art sculptures • Coastal erosion Surfside Beach • Rural Fire Service fleet Six Notices of Motion were submitted including: • Eurobodalla Hospital advocacy • Climate change acknowledgement • Vehicular access to Maloneys Beach • Feasibility of providing recycled water to Narooma ovals and golf course • Councillor representation on ARIC • Rescission Motion - review of council decision on Narooma food van Two Questions on Notice including: • Batemans Bay Masterplan • Virtual fence Three petitions were submitted to Council including: • Bay Pavilions mobility access • Driftwood on One Tree Beach • Dalmeny land release masterplan 18 community members addressed Council during 11 Public Access sessions. 51 community members spoke in 11 Public Forum sessions on agenda items. Minutes were prepared and published online within one week of each meeting.	 Achieved

Action	Service	Progress for year	Status
5.2.2.2 Review and prepare Council's plans and reports under the Integrated Planning and Reporting Framework	Community and Corporate Leadership	All plans and reports required by the Office of Local Government (OLG) under the Integrated Planning and Reporting Framework were prepared and endorsed or adopted within the required timeframes. Following community engagement sessions held during 2024, and collaboration with the Canberra Region Joint Organisation, the Community Strategic Plan - Towards 2042 (revised 2025) and Community Engagement Strategy and Community Participation Plan 2025 were endorsed or adopted at the Ordinary Council meeting on 25 February 2025. At this meeting the six month Performance Update for Operational Plan 2024-25 was also included and following this meeting published on Council's website. The Delivery Program 2025-29, Operational Plan 2025-26 and the Resourcing Strategy 2025-35 (including the Long-Term Financial Plan 2025-35, The Asset Management Strategy and Plan 2025-35 and the Workforce Management Strategy 2025-29, were adopted on Tuesday, 24 June 2025, following a period of 28 days of public exhibition. The document suite was exhibited from 30 April to 27 May 2025. Seven submissions were received from the community and considered in the preparation of the final version of the plans. The submissions and proposed responses were provided to all councillors. Three community briefings were hosted by the Mayor, General Manager and Director of Finance and Corporate Services during the exhibition period covering the Delivery Program and Operational Plan for the year ahead.	 Achieved
5.2.2.3 Seek grants funds to support identified priority works and services	Community and Corporate Leadership	To support identified priority works and services, Council continues to seek grant funds as guided by the 2024-28 Grants Strategy.	 Achieved

Measure	2024-25
Number of Council meetings	11
Plans adopted within statutory timeframes	100%

Delivery Program

Activity 5.2.3 Advocate and collaborate to advance the region and address local issues

Action	Service	Progress for year	Status
5.2.3.1 Develop and maintain strategic partnerships	Community and Corporate Leadership	Council continues to be a member of Local Government NSW, the Canberra Region Joint Organisation, Australian Coastal Councils Association, South East Arts, South East Transport Strategy Inc and Floodplain Management Association. Strong relationships are maintained with Eurobodalla's Federal and State Members of Parliament to ensure effective representation for the community and council.	 Achieved
5.2.3.2 Actively participate in Local Government NSW and other sector organisations	Community and Corporate Leadership	The Mayor and General Manager attended four meetings of the Canberra Region Joint Organisation. The Mayor attended two Country Mayor's meetings.	 Achieved

Measure	2024-25
Number of Canberra Region Joint Organisation meetings attended	4



Image: Moruya Airport hosted the 2025 National Skydiving Competition.

Community Strategic Plan

Strategy 5.3 Work together to achieve our collective vision

Delivery Program

Activity 5.3.1 Provide strong corporate and financial management that is ethical, fair, transparent and accountable

Action	Service	Progress for year	Status
5.3.1.1 Provide sound and strategic financial management and reporting guided by the Finance Strategy	Finance and Central Treasury	Council continued its commitment to sound and strategic financial management, lodging its Annual Financial Statements for the year ended 30 June 2024 ahead of the statutory deadline of 31 October. The statements received an unqualified audit opinion. Investment reports were presented at all Council meetings, and all three Quarterly Budget Review Statements were delivered within required timeframes. In line with the Finance Strategy, Council maintained its focus on responsible financial planning through ongoing review of the capital works program to ensure alignment with strategic priorities and realistic community expectations. No new loan borrowings were taken in the General Fund and a comprehensive review of internal and external reserves led to the endorsement of a Cash Reserves Policy, which will be reflected in reporting from the 2024–25 Annual Financial Statements. Community briefings were held in May 2025 to support ratepayers in gaining a clearer understanding of the draft 2025–26 Operational Plan and the Long-Term Financial Plan 2025–35. Both documents were formally adopted by Council in June 2025, reinforcing Council’s commitment to transparency, informed engagement, and long-term financial sustainability.	 Achieved
5.3.1.2 Collect rates and charges	Finance and Central Treasury	Council levied and issued its annual rates and charges notices within the statutory deadlines, ensuring timely and accurate billing for the 2024–25 financial year. Council also continued its active efforts to pursue overdue rates and charges, maintaining a consistent focus on revenue collection and financial responsibility.	 Achieved

Measure	2024-25
Annual Accounts lodged with Office of Local Government by statutory deadlines	100%
Quarterly budget review statements presented to Council with statutory timeframes	100%

Delivery Program

Activity 5.3.2 Manage land under Council control

Action	Service	Progress for year	Status
5.3.2.1 Undertake strategic management of Council's operational land portfolio, guided by the Finance Strategy	Property	Council's Property Strategy has been drafted with Council's adopted Finance Strategy in mind and with actions / goals to support that strategy. It will be presented to Council for endorsement during 2025-26.	 Achieved
5.3.2.2 Manage leases and licences	Property	Lease numbers and revenue generated from these continue with 177 leases or licences in place growing lease revenue to in excess of \$2.5 million per annum.	 Achieved
5.3.2.3 Manage the contracts for the operation of Council's campgrounds and Batemans Bay Holiday Resort	Property	Council continues to manage the contract with NRMA for the Batemans Bay Holiday Resort (BBHR) with a focus on an improved customer experience. Numbers of long-term campers at North Head campground in Moruya have stabilised. Financial performance is more challenging than last year with more difficult market conditions, but despite this the facilities are expected to exceed budget.	 Achieved

Measure	2024-25
Number of leases and licences managed	177

Delivery Program

Activity 5.3.3 Provide effective and professional administration, technical and trade services to support the delivery of services to the community

Action	Service	Progress for year	Status
5.3.3.1 Provide innovative information technology and geographic information systems services	Information Technology	Council completed a major telecommunications upgrade at Surf Beach, including a new 30-metre tower and underground fibre cabling, to ensure critical services remain operational during emergencies. Backup generators and satellite internet have also been added at key sites to improve network reliability. These enhancements, along with process automation and improved data use, help staff deliver more efficient and resilient services. Residents may notice improved service continuity, especially during adverse events.	 Achieved

Action	Service	Progress for year	Status
5.3.3.2 Undertake procurement that provides best value to the community	Plant and Fleet	Council continued to undertake procurement activities that deliver best value to the community, in line with its Procurement Policy and legislative requirements, Council maintained its commitment to transparency and efficiency by applying best practice principles and making use of supplier panels where appropriate. These panels help streamline processes and provide businesses with faster access to a pre-vetted list of trusted suppliers with pre-agreed terms and rates.	 Achieved
5.3.3.3 Provide risk and insurance services	Risk and Insurance	All 14 insurance policies have been updated and renewed, ready for commencement from 1 July 2025. During the year, work continued on the implementation of a risk management framework which is on track to be completed during 2026. This included the creation of a strategic risk register covering Council's high- level risks and controls, and the procurement of a new risk management system, Lighthouse, which will be implemented during 2026. Updates have been made to Council's risk policy and Enterprise Risk Management Plan, which will be presented to Council during 2025-26.	 Achieved
5.3.3.4 Provide depots and workshops	Works and Operations	Depots and workshops continued to provide support for Council operations and requirements.	 Achieved
5.3.3.5 Manage fleet services	Plant and Fleet	Council currently maintains a fleet comprising of 197 light vehicles and 52 heavy plant assets. The purchase and disposal of these assets have been consistently aligned with the established replacement program, ensuring operational efficiency and cost-effectiveness.	 Achieved
5.3.3.6 Undertake a review of existing light fleet to inform a fleet strategy including Electric Vehicle considerations	Plant and Fleet	A review of Council's existing light fleet was finalised in August 2024, identifying opportunities to improve efficiency, reduce long-term costs, and align operations with industry best practice. Council will incorporate the recommendations from the review in the development of a future fleet strategy. Council's light fleet now includes five electric vehicles and 29 hybrid vehicles, supporting Council's commitment to sustainability and operational efficiency.	 Achieved

Action	Service	Progress for year	Status
5.3.3.7 Provide technical services	Technical Services	Council provided ongoing technical support for the works program, customer inquiries, development matters and strategic infrastructure planning. Provision of survey, investigation, design, asset management planning and information, traffic, transport and road safety planning and infrastructure support services continued.	 Achieved
5.3.3.8 Undertake private works	Works and Operations	Council completed 145 private works including: • 84 Workshop • 45 Water & Sewer • 16 Operational	 Achieved

Measure	2024-25
Number of insurance claims processed	44
Value of works complete	\$159,576

Delivery Program

Activity 5.3.4 Develop and grow a skilled, motivated and accountable workforce and position Council as an organisation people want to work for

Action	Service	Progress for year	Status
5.3.4.1 Provide human resource management	Workforce Development	Support for Council's people and managers continued this year across recruitment, employee relations, education and development, compliance, and work health and safety. The Workforce Management Strategy 2025-29 was also developed this year as part of Council's renewed Integrated Planning and Reporting suite for the new council term. The strategy represents our commitment to fostering an inclusive, driven and capable workforce, and identifies actions to ensure people managers are supported and enabled to lead our people.	 Achieved

Action	Service	Progress for year	Status
5.3.4.2 Champion the safety and wellbeing of staff	Workforce Development	Council championed the safety and wellbeing of staff this year by: • Successfully rolling out a new Work, Health and Safety (WHS) electronic reporting system to support staff with simplified processes for incident and hazard reporting, enhancing performance and enabling greater tools for tracking and analysis. • Continuing the ongoing management and review of the WHS management system. The system's chapter for communication and consultation was redeveloped and will be deployed via a reinvigorated WHS Committee. • Introducing TELUS health to support wellbeing and mental health, providing staff greater choice of support methods, anytime and anywhere support, and digital tools to support their individual circumstances.	 Achieved
5.3.4.3 Finalise a review of recruitment policy and processes	Workforce Development	Council conducted a comprehensive review of the recruitment process, including an analysis of survey responses, completing recruitment process mapping and identifying streamlining and improvement opportunities. The improvements aim to provide candidates with a superior experience when applying for jobs with Council. A pilot group has been selected to trial streamlining and improvement initiatives, ready to inform final embedding of process changes.	 Achieved
5.3.4.4 Link Aboriginal staff with local government networks	Workforce Development	As a commitment of the Aboriginal Action Plan 2020-24, Council initiated conversations with the NSW Local Government Aboriginal Employees network and participated in an online network meeting to establish broader Aboriginal engagement for staff across the Local Government sector.	 Off track

Measure	2024-25
Number of learning and development opportunities provided	1,906
Number of participants in health and wellbeing activities	1,250
Number of work, health and safety inspections	75
Workers lost time injury incidents	23
Staff turnover rate	18.6%

Delivery Program

Activity 5.3.5 Be an agile organisation that champions continuous improvement and efficiencies

Action	Service	Progress for year	Status
5.3.5.1 Facilitate the Audit, Risk and Improvement Committee (ARIC)	Community and Corporate Leadership	In line with the requirements of the new guidelines issued by the Office of Local Government (OLG) which became effective from 1 July 2024, a new Terms of Reference and Internal Audit Charter were adopted during the year. A new ARIC was recruited in line with the OLG Guidelines which met three times during 2024-25. Centium continued their internal audit program in line with their three year internal audit contract which expires on 30 June 2025. Consideration is being given to Council having an inhouse internal audit function which will be further considered during 2025-26.	 Achieved
5.3.5.2 Finalise and commence service review program	Community and Corporate Leadership	The Service Review Program was developed and adopted at the Ordinary Council meeting on 24 June 2025. The Service Review Program was included in the Delivery Program 2025-29, in line with the Integrated Performance and Reporting Handbook and Guidelines. This program was informed by the budget reset project, community consultation, research and industry practices. Services selected were determined by a set of agreed principles, developed by Councillors and published in the Delivery Program 2025-29.	 Achieved

Measure	2024-25
Number of Audit, Risk and Improvement Committee meetings held	3

7. Local government requirements

This section of the Annual Report gives additional and detailed supporting information as well as addressing statutory requirements.



Statutory and other information

Council's general reporting requirements are in section 428 of the *Local Government Act 1993* and section 217 of the *Local Government (General) Regulation 2021* (Part 9 Division 7).

Financial statements

Local Government Act 1993 s 428 (4)(a)

The Eurobodalla Shire Council audited financial reports for the 2024-25 financial year are Appendix 1 to this report – Financial Statements for year ended 30 June 2025.

The financial statements are comprised of the general purpose financial statements, special purpose financial statements and special schedules.

Modern slavery

Local Government Act 1993 s 428(4)(c) and (d)

Modern Slavery Act 2018 (NSW) s 31

As per the *Modern Slavery Amendment Act 2021*, Council is compliant with directives and statements issued by the office of the NSW Anti-Slavery Commissioner.

In 2024-25, the Anti-Slavery Commissioner did not identify any issues from Eurobodalla Shire Council, so no action was required.

Eurobodalla Shire Council is committed to ensuring its operations, procurement efforts and supply chains are free from practices and offences that constitute modern slavery.

Procurement policy

The procurement policies and code of practice used by Council include statements regarding the risks of modern slavery and require staff to address and minimise such risks wherever possible.

Contracting terms and conditions

Council has included clauses and requirements in its purchasing and tendering terms and conditions to minimise the risk of contracting with a supplier that utilises slavery to provide its goods or services.

Risk assessment

Council continues to utilise a risk assessment and questionnaire system for employees and procurement officers to determine and minimise the risk of modern slavery within its supply chains. This system outlines modern slavery in various circumstances and quantifies risk so that employees can decide whether a purchase or contract adheres to the relevant standards regarding modern slavery.

Supplier questionnaire

Council staff who are purchasing goods or services are required to survey and investigate companies or purchases that appear as high risk for slavery prior to entering an agreement through the completion of a specific questionnaire process. Tenderers are required to complete a questionnaire during the submission process.

Anti-Slavery Commissioner resources

The NSW Anti-Slavery Commissioner maintains a resources page and provides guidance of reasonable steps for modern slavery which Council can refer to as required in its commitment to reducing modern slavery.

Code of Conduct

Local Government Act 1993 s 440

Section 440 of the *Local Government Act 1993* requires every Council to adopt a Code of Conduct. Councillors and staff are bound by this Code of Conduct, which sets a high standard for ethical behaviour and decision making. The code defines roles and responsibilities and outlines the steps to be followed when making and investigating allegations of breaches of the code. During 2024-25 there were five Code of Conduct complaints received, four of which were finalised within the year.

Internal audit and risk management attestation statement for the 2024/25 financial year for Eurobodalla Shire Council

I am of the opinion that council has an audit, risk and improvement committee, risk management framework and internal audit function that operate in compliance with the following requirements except as may be otherwise provided below:

Audit, risk and improvement committee

	Requirement	Compliance
1.	Council has appointed an audit, risk and improvement committee that comprises of an independent chairperson and at least two independent members (section 428A of the <i>Local Government Act 1993</i> , section 216C of the <i>Local Government (General) Regulation 2021</i>).	Compliant
2.	The chairperson and all members of council's audit, risk and improvement committee meet the relevant independence and eligibility criteria prescribed under the <i>Local Government (General) Regulation 2021</i> and have not exceeded the membership term limits prescribed under the Regulation (sections 216D, 216E, 216F, 216G of the <i>Local Government (General) Regulation 2021</i>).	Compliant
3.	Council has adopted terms of reference for its audit, risk and improvement committee that are informed by the model terms of reference approved by the Departmental Chief Executive of the Office of Local Government and the committee operates in accordance with the terms of reference (section 216K of the <i>Local Government (General) Regulation 2021</i>).	Compliant
4.	Council provides the audit, risk and improvement committee with direct and unrestricted access to the general manager and other senior management and the information and resources necessary to exercise its functions (section 216L of the <i>Local Government (General) Regulation 2021</i>).	Compliant
5.	Council's audit, risk and improvement committee exercises its functions in accordance with a four-year strategic work plan that has been endorsed by the governing body and an annual work plan that has been developed in consultation with the governing body and senior management (Core requirement 1 of the Office of Local Government's <i>Guidelines for Risk Management and Internal Audit for Local Government in NSW</i>).	Partially compliant – strategic plan and annual plan in place for internal audit; ARIC workplan will be presented to governing body for endorsement in 2025/26 year.

6.	Council's audit, risk and improvement committee provides the governing body with an annual assessment each year, and a strategic assessment each council term of the matters listed in section 428A of the <i>Local Government Act 1993</i> reviewed during that term (Core requirement 1 of the Office of Local Government's <i>Guidelines for Risk Management and Internal Audit for Local Government in NSW</i>).	Compliant
7.	The governing body of council reviews the effectiveness of the audit, risk and improvement committee at least once each council term (Core requirement 1 of the Office of Local Government's <i>Guidelines for Risk Management and Internal Audit for Local Government in NSW</i>).	Compliant

Membership

The chairperson and membership of the audit, risk and improvement committee are:

Chairperson	Grant Doran	November 2024	Duration up to 4 years
Independent member	Jodi Keast	November 2024	Duration up to 4 years
Independent member	Nick Derera	November 2024	Duration up to 4 years
Councillor member (non-voting)	Sharon Winslade	April 2025	Balance of Council term

Risk Management

	Requirement	Compliance
8.	Council has adopted a risk management framework that is consistent with current Australian risk management standard and that is appropriate for the [council's/joint organisation's] risks (section 216S of the <i>Local Government (General) Regulation 2021</i>).	Compliant – update in progress for 2025/26
9.	Council's audit, risk and improvement committee reviews the implementation of its risk management framework and provides a strategic assessment of its effectiveness to the governing body each council term (section 216S of the <i>Local Government (General) Regulation 2021</i>).	Compliant

Internal Audit

	Requirement	Compliance
10.	Council has an internal audit function that reviews the council's operations and risk management and control activities (section 216O of the <i>Local Government (General) Regulation 2021</i>).	Compliant
11.	Council's internal audit function reports to the audit, risk and improvement committee on internal audit matters (sections 216M, 216P and 216R of the <i>Local Government (General) Regulation 2021</i>).	Compliant

	Requirement	Compliance
12.	Council's internal audit function is independent and internal audit activities are not subject to direction by the council (section 216P of the <i>Local Government (General) Regulation 2021</i>).	Compliant
13.	Council has adopted an internal audit charter that is informed by the model internal audit charter approved by the Departmental Chief Executive of the Office of Local Government and the internal audit function operates in accordance with the charter (section 216O of the <i>Local Government (General) Regulation 2021</i>).	Compliant
14.	Council has appointed a member of staff to direct and coordinate internal audit activities or is part of a shared arrangement where a participating council has appointed a staff member to direct and coordinate internal audit activities for all participating councils (section 216P of the <i>Local Government (General) Regulation 2021</i>).	Compliant
15.	Internal audit activities are conducted in accordance with the International Professional Practices Framework (Core requirement 3 of the Office of Local Government's <i>Guidelines for Risk Management and Internal Audit for Local Government in NSW</i>).	Compliant
16.	Council provides the internal audit function with direct and unrestricted access to staff, the audit, risk and improvement committee, and the information and resources necessary to undertake internal audit activities (section 216P of the <i>Local Government (General) Regulation 2021</i>).	Compliant
17.	Council's internal audit function undertakes internal audit activities in accordance with a four-year strategic work plan that has been endorsed by the governing body and an annual work plan that has been developed in consultation with the governing body and senior management (Core requirement 3 of the Office of Local Government's <i>Guidelines for Risk Management and Internal Audit for Local Government in NSW</i>).	Compliant
18.	Council's audit, risk and improvement committee reviews the effectiveness of the internal audit function and reports the outcome of the review to the governing body each council term (section 216R of the <i>Local Government (General) Regulation 2021</i>).	Compliant

Signed



General Manager

October 2025

Legal proceedings

Local Government (General) Regulation 2021 cl 217(1)(a3)

The following summarises the amounts incurred by Council during the year in relation to legal proceedings by or against the Council.

Supreme Court of New South Wales

Challenge to Council decision

Status/result: The Court ruled in favour of the applicant and ordered the Council to pay the applicant's legal fees.

Cost to Council: \$313,275

Land and Environment Court

Appeal against Council for DA refusal

Status/result: The Court has reserved its judgment, and Council is awaiting the outcome. Orders for costs have been made in Council's favour, and steps are now being taken to enforce them.

Cost to Council: \$631,045

Land and Environment Court

Appeal against Council for DA refusal

Status/result: The Court upheld the appeal and made orders for costs in Council's favour. The applicant amended its application before the Court to address Council's concerns. Costs are being sought.

Cost to Council: \$100,528

Private works

Local Government Act 1993 s 67(3) and Local Government (General) Regulation 2021 cl 217(1)(a4)

In 2024-25 Council, in agreement with landowners, carried out various private works. No subsidies were provided, and all work was carried out in accordance with Council's adopted Fees and Charges. No Council resolutions were made concerning private works undertaken.

Written off rates and charges

Local Government (General) Regulation 2021 cl 132

During 2024-25, the following rates and charges were written off under the *Local Government Act 1993*:

- Mandatory pensioner rate rebate under s575: \$1,812,021
- Postponed rates and interest under s595: \$7,114
- Small interest balances under s607: \$5,649

During 2024-25, the following rates and charges were written off or paid under Council Policy or General Manager approval:

- Concealed Leak Concession under Water Usage Charging policy: \$109,591
- Hospital Patient / Dialysis Rebates under Water Usage Charging policy: \$36,604
- Rates donations under the Community Grants policy: \$29,888
- Legal Costs written off as approved by General Manager: \$0

Financial assistance

Local Government (General) Regulation 2021 cl 217(1)(a5)

Council contributes to a wide range of organisations and community groups under Section 356 of the *Local Government Act 1993*. Grants and donations totalling \$175,260 were made to support community groups, safety organisations, education, cultural events and grant programs during 2024-25.

Grand total donations 2024-25: \$175,260

Donations (S.356) safety

Recipients	Amount (\$)
Surf Life Saving Clubs	10,000
Marine Rescue	10,000
Voluntary Rescue Squads	4,800
Total	24,800

Donations (S.356) schools and education

Recipients	Amount (\$)
Schools Education Grants	1,200
Total	1,200

Donations (S.356) community and health

Recipients	Amount (\$)
CWA Hall - Narooma - Rates	2,898
CWA Halls - Batemans Bay - Rates	3,296
Mayoral Donations	12,935
Local Heritage Fund	45,912
Waste Disposal - Tipping Fees/ Collections - Community Groups and Organisations	38,634
Healthy Communities Grants	16,499
Other Community & Health	675
Total	120,849

Donations (S.356) cultural

Recipients	Amount (\$)
Eurobodalla Arts Council - Rates	2,419
Bay Theatre Players - Rates	2,220
School of Arts - Narooma - Rates	7,224
School of Arts - Central Tilba - Rates	2,422
Eurobodalla Access Radio - Rates	2,141
Eurobodalla Shire Council - Rates	1,944
Youth Events	1,469
Narooma District Woodies - Rates	3,072
NAIDOC Week	5,500
Total	28,411

Details of external bodies, companies and partnerships

Local Government (General) Regulation 2021 cl 217 (1) (a6-8)

Committees of Council

A range of committees conduct functions on behalf of Council. There are different types of committees including advisory, external and management as listed below. Management committees have authority delegated by Council to undertake the day-to-day management of the relevant facilities and services.

Advisory Committees

- Aboriginal Advisory Committee
- Audit, Risk and Improvement Committee
- Disability Inclusion Advisory Committee
- Heritage Advisory Committee
- Public Art Advisory Committee
- Climate and Environment Advisory Committee
- Visitor Economy Advisory Committee

External Committees

- Canberra Region Joint Organisation (CRJO)
- Eurobodalla Bushfire Management Committee
- Eurobodalla Local Traffic Committee
- Floodplain Management Association of NSW
- South East Arts (SEA)
- South East Australian Transport Strategy Inc. (SEATS)

External Committees – Ministerial Appointments

- Batemans Marine Park Advisory Committee
- Gulaga National Park Board of Management
- Regional Development Australia, Far South Coast Management

Committees–without Councillor representation

- Kyla Hall Management Committee
- Moruya Showground Management Committee
- Tuross Head Memorial Gardens Management Committee

Delegation to external bodies

In 2024-25 Council delegated none of its functions to external bodies.

Interests in companies, partnerships, joint ventures and cooperatives

In 2024-25 Council did not hold a controlling interest in any company, joint venture or partnership.

Mayoral and Councillor fees

Local Government (General) Regulation 2021 cl 217 (1)(a1)

In accordance with the Council Policy for the payment of allowances, reimbursement of expenses and provision of facilities for Councillors and the Mayor, total payments to Councillors during 2024-25 were \$402,541 as itemised in 'Our governance'. A further amount of \$7,682 was paid for catering of meetings. The Mayor is provided with a Mayoral car at a cost of \$21,362 and leaseback contributions are made towards this vehicle.

Councillor professional development

Local Government (General) Regulation 2021 cl 186

During the year:

- The Councillor Induction Program and Welcome Series 2024 was provided to all current Councillors in October 2024.
- NDIS Worker Orientation Module: 'Quality, safety and you' was completed by all current Councillors in January 2025.
- Councillor Turner attended the Australian Institute of Company Directors Course in March 2025.
- Councillor Turner attended Suicide Prevention Training in March 2025.
- Councillor Hatcher completed an Executive Certificate for Elected Members.
- 18 Councillor briefings occurred.
- 46 Councillor bulletins were issued.

Overseas visits

There were no overseas visits taken by Councillors, Council staff or representatives of Council during 2024-25.

Senior staff salaries

Local Government (General) Regulation 2021 cl 217 (b) and (c)

Council's senior staff structure includes five senior staff: a General Manager and four Directors on award based contracts (Infrastructure, Environment and Planning, Finance and Corporate Services and Community Arts and Recreation).

Council employed three staff in the General Manager position during the course of the year including acting and interim appointments. Warwick Winn was General Manager for the period July 2024 - March 2025, Stephanie Speedy was Acting General Manager until the commencement of Mark Ferguson as Interim General Manager on 7 April 2025.

During 2024-25, the total remuneration paid to the General Manager position was \$506,495.

The total remuneration of Council's Directors was \$1,318,610.

These costs include salary, superannuation, other payments made under the terms of employment contracts, non-cash benefits and fringe benefits tax payable by Council for non-cash benefits.

Number of persons performing paid work

Local Government (General) Regulation 2021 cl 217 (1) (d)

On Wednesday, 4 December 2024, 624 people performed paid work for Council including:

- 396 persons employed permanent full-time
- 114 persons employed permanent part-time
- 39 persons employed under a fixed-term contract
- 5 persons employed as senior staff members
- 70 persons employed casually
- 0 persons engaged by the Council, under a contract or other arrangement with the person's employer, wholly or principally for the labour of the person
- 0 persons supplied to the Council, under a contract or other arrangement with the person's employer, as an apprentice or trainee

Equal employment opportunities

Local Government (General) Regulation 2021 cl 217 (1)(a9)

During 2024–25, Council proudly employed 17 women in operational roles and 3% of Council employees self-identify as Aboriginal or Torres Strait Islander people. Fewer than 1% of Council staff are of non-English speaking background and 1% report as having a disability.

Reflecting our ongoing commitment to building a diverse and inclusive workplace; we recognise that a workforce enriched by varied backgrounds, experiences, and perspectives enhances organisational performance, strengthens service delivery, and helps attract and retain top talent. We continue to embed inclusive practices across all stages of the employee lifecycle, ensuring that our workplace reflects the community we serve and provides meaningful opportunities for all. These efforts are aligned with our broader Workforce Management Strategy, which prioritises equity, capability development, and long-term sustainability.

Companion animals

Local Government (General) Regulation 2021 cl 217(1)(f)

In 2024–25 Council spent \$251,289 on the management and control of companion animals, excluding administrative support or additional support provided by regulatory officers.

Council retained a commission on the collection of 647 new companion animal registration fees totalling \$50,928. This is used to partially offset the costs of companion animal management. Animal control officers managed 189 companion animals in Council's shelter during 2024–25, including:

- Eight returned to owners prior to impounding
- 22 sold
- 33 released to animal welfare organisations
- 46 surrendered
- 80 returned to owners post impounding
- 46 euthanised

In addition to 796 companion animal control customer service requests, staff also prepare and maintain information to support community education programs to promote and assist with the desexing of dogs and cats. Procedures are also in place with animal welfare organisations to promote and provide financial assistance for desexing of animals purchased from Council's shelter. Regular press releases and articles are prepared for the local media.

Council is proactive in seeking alternatives to euthanasia for unclaimed animals and the pound has an active and successful rehoming program for surrendered and unclaimed animals.

Rangers have been proactive with media releases focusing on responsible dog control, microchipping and lifetime registration of companion animals. Social media has been utilised to generate public interest in the animal shelter and rehoming.

Environmental upgrade agreements

Local Government Act 1993 s 54P(1)

Council has not entered into any environmental upgrade agreements.

Major contracts

Local Government (General) Regulation 2021 cl 217 (1)(a2)

In accordance with the *Local Government (General) Regulation 2021, clause 217(1)(a2) (i), (ii)*, Council is required to report on each contract awarded by the Council during 2024-25 (whether as a result of tender or otherwise), (other than employment contracts and contracts less than \$150,000).

Council seeks tenders for major contracts including works projects and services agreements, as well as establishes supply panels. The supply panels allow for the provision of goods, materials and services that supplement operational needs, such as, bulk construction material, ready mix concrete, hire of plant, traffic control, trades, and professional services. Council selects preferred suppliers from the submitted tenders and purchase decisions may vary depending upon capability, methodology, availability, location and best value.

Major contracts 2024-25

Contractor	Commencement date	Description of good/service	Contract amount \$ (incl. GST)
Eurocoast Water	1 July 2024	Water tanker support for Council's grading team.	Schedule of Rates
G Squared Group Pty Ltd	1 July 2024	Website services for tourism.	209,088
Cadia Plumbing Equipment	1 July 2024	Supply of water and sewer fittings, valves, pipes in ductile iron, copper and PVC.	250,000
Viadux Pty Ltd	1 July 2024	Supply of water and sewer fittings, valves and pipes in ductile iron, copper and PVC.	360,000
Civil Mart	1 July 2024	Supply of steel reinforced concrete pipes for the future works program.	250,000
Readymix Holcim (Humes)	1 July 2024	Supply of concrete pipes and precast structures.	280,000
Nowra Chemical Manufacturers	1 July 2024	Supply of bulk various chemicals for the treatment of sewage and water.	280,000
Nov Australia Pty Ltd	1 July 2024	Supplier of Councils Mono INVIZIQ pump units and service parts.	260,000
Fulton Hogan	10 July 2024	Micro surfacing various locations across the Eurobodalla LGA.	224,062
Civil and Civic Group Pty Ltd	16 August 2024	Mass blocks wall at Nerridungah, Eurobodalla Road (natural disaster).	506,584
Elster Metering Pty Ltd	1 September 2024	Water meter replacement program.	230,000
GHD Pty Ltd	12 September 2024	Project management of Brou Waste Management Facility.	236,295
Eurobodalla Coast Pumpouts	23 September 2024	Vacuum truck hire during Christmas period.	172,966
J & M Beashel Gravel Supplies	3 October 2024	Supply of rockfill for works along Nerrigundah Mountain Road and Eurobodalla Road.	226,980
Wollongong Linemarking Services	9 October 2024	Line marking for Eurobodalla Shire Council.	180,356

Contractor	Commencement date	Description of good/service	Contract amount \$ (incl. GST)
PCA Ground Engineering	18 October 2024	Disaster recovery funding arrangements slope stabilisation works.	5,118,190
Canberra Trucks Group	23 October 2024	Supply of two (2) trucks with cranes and refurbished trays.	379,749
Jennings Civil Group Pty Ltd	7 November 2024	Bulk earthworks for Bill Smyth second oval.	246,741
Lamond Contracting	25 November 2024	Design and construction of Bill Smyth second oval.	398,127
Porter Equipment Australia Pty Ltd	9 December 2024	Wheeled Loader 12 to 15t Brou Landfill.	314,600
Canberra Trucks Group	23 December 2024	Supply of 8T GVM crew cab truck.	192,481
Light Up Sports Pty Ltd	7 February 2025	Batemans Bay Tennis Court lighting upgrade.	178,035
Planet Civil Pty Ltd	5 March 2025	Supply and lay of asphalt in various locations.	277,261
HD Civil Pty Ltd	10 March 2025	Borang Creek bridge design and construction.	1,143,370
PCA Ground Engineering	25 March 2025	Soil nailing works on Nerrigundah Mountain Road.	359,590



Image: Upgrades to Narooma's Bill Smyth Oval are a win for our sporting communities.

Capital works

Office of Local Government's Capital Expenditure Guidelines

Original Budget: \$104.6 million

Actual Expenditure: \$102 million

Council's adopted capital program for 2024-25 was \$105 million. The total capital grants and contributions received for capital projects was \$42.4 million.

The total capital expenditure was \$2.6 million lower than budgeted due to the revised timing of major projects including the Coastal Management Plan, Surf Beach Waste Management Facility, fleet replacements and sewage treatment plant works. These were offset by higher than budgeted Southern Water Storage Facility and emergency services capital works. Our capital budget can be spent on renewing assets or building additional new infrastructure.

Capital expenditure

Note: Numbers in brackets represent an actual expenditure less than the original budget. The total capital works excludes the value of non-cash assets contributed by developers.

Service	Original budget (\$'000)	Actual (\$'000)	Variance (\$'000)
Business Development	870	733	(137)
Commercial Entities	1,415	844	(571)
Community and Cultural Development	33	20	(13)
Community Facilities	1,120	827	(293)
Corporate and Community Leadership	-	36	36
Environmental Management	6,200	1,442	(4,758)
Fleet and Plant	4,630	2,453	(2,177)
Information Technology	276	166	(110)
Libraries	181	237	56
Property	-	70	70
Public Order and Safety	2,150	1,193	(957)
Recreation	5,220	5,350	130
Stormwater	508	328	(180)
Tourism	3,554	4,087	533
Transport	17,419	22,096	4,677
Waste Management	7,862	3,503	(4,359)
Works and Operations	220	93	(127)
Sewer Services	16,968	14,485	(2,483)
Water Services	36,037	44,018	7,981
Total	104,663	101,981	(2,682)

Capital expenditure by type

Type of expenditure	2023-24 (\$'000)	2023-24 (%)	2024-25 (\$'000)	2024-25 (%)
Renewal of assets	32,101	27%	27,840	27%
New assets	85,698	73%	74,140	73%
Total	117,799		101,980	

Stormwater levy

Local Government (General) Regulation 2021 cl 217 (1)(e)

Funds brought forward from 2023-24: \$1,017,823

2024-25 Stormwater charge funds: \$500,130

Council Funds contributed: \$371,567

Total expenditure (details below): \$583,210

(Amounts do not include depreciation or internal corporate overheads)

During 2024-25 the stormwater management service charge raised approximately \$500,000 from residential and business properties not including vacant land or land owned by the Crown or land held under lease for private purposes under the Housing Act 2001 or the Aboriginal Housing Act 1998. The funds raised are separately accounted for and are used to assist with the provision of stormwater management services across the Eurobodalla.

Stormwater expenditure

Expenditure	Capital (\$)	Operational (\$)
South Batemans Bay Stormwater Upgrade	150,892	-
Drainage Renewals – Shire wide	40,829	-
Drainage Construction Program	83,817	-
Drainage Construction - Centenary Drive, Narooma	40,666	-
Lonsdale Creek Splash Crossing	38,717	-
Drainage - GPT Maintenance	-	126,301
Sediment Basins	-	51,745
Stormwater/Drainage Management	-	48,930
Drainage - Drain Buddies Maintenance	-	1,313
Closing balance	354,921	228,289

Environment levy

In 1996–97, Council introduced an Environment Levy to provide funds to assist with the reservation and protection of the environment including estuary management, weeds and pest control, environmental monitoring and research, erosion works and environmental compliance, and placed raised funds in an Environment Fund. These activities are supported by grants and volunteer activities. Projects delivered are detailed below.

As with General Rates, the Environment Levy is based on a combination of a base amount for all properties with the remainder calculated on a rate in the dollar based on land value assigned by the Valuer-General. The Environment Levy is applied to all rating categories.

Environment income

Income	Original budget (\$)	Actual (\$)
Rates	1,212,548	1,210,069
Other Revenue	1,047	346
Grants and Contributions - operating	197,086	245,314
Total Income	1,410,681	1,455,729

Environment Expenditure

Expenditure	Original budget (\$)	Actual (\$)
Employees	635,750	809,756
Depreciation	1,145	1,174
Other	717,132	981,478
Total expenditure	1,354,027	1,792,408
Net Operating Result – profit/(loss)	56,654	(336,679)



Image: Members of South Durras Landcare planting out allocasuarina, the preferred food for the endangered glossy black cockatoo.

Detailed environment expenditure

Project	Amount (\$)
Coastal and Estuary Management	
Eurobodalla Estuaries	242,636
Subtotal	242,636
Environmental Protection Projects	
Flying Fox Program	80,902
Asset Protection	26,672
Weed Control	32,025
Dune Protection	31,663
Climate Action	11,000
Environment Protection Program	74,577
Subtotal	256,839
Invasive Species	
Widespread Weeds	297,359
Other	26,202
Subtotal	323,561
Landcare Projects	
Landcare Program	147,983
Other	17,436
Subtotal	165,419
Sustainability Projects	
Environmental Education	83,540
Subtotal	83,540
Other Projects, Overheads and Depreciation	
Environmental Program Management	360,559
Depreciation and Other	359,855
Subtotal	720,414
Total	1,792,409

Special Rate – Community and transport infrastructure

In 2015-16, the community and transport infrastructure rate variation was approved to increase general income over a three-year period with the increase remaining permanently in the rate base.

In 2024-25, the community and transport infrastructure program raised an additional \$3.6 million of capital, renewal and maintenance works for our community. The program delivered upgrades to sporting facilities, community halls, playgrounds, parks, roads, bridges, and pathways and is detailed on the following page.

Community and transport infrastructure program

2024-25	Application (\$'000)	Actual (\$'000)
Income from rate variation	3,448	3,614
Transfers from reserves	-	-
Total income	3,448	3,614
Increased operating expenditure	808	-
Capital expenditure	1,560	1,656
Other uses*	1,078	-
Total expenditure	3,446	1,656

*Other uses of the income from rate variation includes repayment of loan principal amounts, loan proceeds, Financial Assistance Grants and transfers to and from the rate reserve. Delivery of this program has helped our community work towards social, environmental, economic and governance outcomes necessary to achieve our vision to be friendly, responsible, thriving and proud including:

- supporting economic growth and productivity enabling our community to lead a more active and healthy life through the provision of supporting infrastructure
- providing for increased tourism outcomes through improved, upgraded and new infrastructure
- assisting in funding infrastructure renewal and maintenance works contributing to ongoing financial sustainability
- increased public safety and accessibility through upgrades to playgrounds, viewing platforms and toilets and improved network management
- providing for intergenerational equity by spreading the costs of infrastructure over a number of years and through prudent use of loan funding
- proactively addressing the infrastructure funding gap and high-risk backlog issues

Community and transport infrastructure projects

Description	Actual expenditure 2024-25 (\$)	Actual SRV funding 2024-25 (\$)
Facilities Management		
Community Halls	10,962	10,962
Disaster Ready Fund - Backup Power Generation	59,913	41,238
Total Facilities Management	70,875	52,200
Transport		
Cycleways	852,603	65,686
Reseal - Local Urban Roads	740,242	561,711
Total Transport	1,592,845	627,397
Recreation		
Parks Facilities Renewals - Seats/Tables	194,753	63,338
Bill Smyth Oval - Second Field Expansion	930,380	132,698
Cricket Infrastructure Renewals Grant	166,389	54,742
Hanging Rock Field 3 Multi-Sport Upgrade	2,241,484	91,270
Dalmeny Oval Upgrade	212,796	42,211
Riverside Park Improvements	108,470	108,470
Sporting amenities - minor renewal activities	23,200	17,724
Sporting Fields - topdressing/renovation	243,851	167,086
Batemans Bay Tennis Lighting Upgrade	99,757	26,156
Durras Sporting Facility Upgrade	11,420	7,852
Sporting Complexes	3,430,163	93,708
Total Recreation	7,662,663	805,255
Public Conveniences		
Drainage Renewals - Shirewide	170,682	170,682
Total Public Conveniences	170,682	170,682
Total Program	9,497,066	1,655,534

Reporting requirements under other Acts

Public access to information

Government Information (Public Access) Act 2009 s 125(1)

Government Information (Public Access) Regulation 2018, cl 8, schedule 2

Responding to requests made under the *Government Information (Public Access) Act 2009* (GIPA Act), is an essential component of transparent and accountable governance. Under the GIPA Act, we encourage the proactive public release of government information. Information is proactively shared with the public on Council's website and in various other ways. A range of information is released informally to the public by Council on a regular basis by staff across the organisation. The public have an enforceable right to access government information by way of open access information, informal release, and formal access applications. We encourage and assist the public to utilise the open access and informal release pathways wherever possible.

Formal access applications are generally only required when access to information is not available via the open access or informal release pathways. Access to information is only restricted when there is an overriding public interest consideration against disclosure, as clearly defined within the GIPA Act.

Council must decide valid formal access applications made under the GIPA Act within the decision period of 20 working days from validation, except where an extension of time is provided by the GIPA Act, or otherwise agreed upon with the Applicant.

During 2024-25 Council received and dealt with one invalid and 13 valid formal access applications under the GIPA Act. 12 applications were determined within the required statutory decision period. Four formal access applications were withdrawn by the applicant. Information was released informally to six applicants, after determining that a formal access application was not required. Two applications received late in the 2023-24 reporting period were carried over and determined in 2024-25. Council also provided information in response to 362 applications for property-related information, via the informal release pathway.

Public interest disclosure activity

Public Interest Disclosures Act 2022 s 78

Public Interest Disclosures Regulation 2022 cl 5

The new *NSW Public Interest Disclosures Act 2022* (PID Act) commenced on 1 October 2023. Council's *Public Interest Disclosures* (PID) Policy and procedures have been updated in accordance with the PID Act 2022. Training and information have been provided to the organisation about requirements and obligations under the PID Act and Policy, and to encourage a 'speak up' culture.

Any public interest disclosures made before 1 October 2023 were to be handled in accordance with the previous *Public Interest Disclosures Act 1994*, unless the disclosure was remade after 1 October 2023.

Under section 78 of the PID Act and clause 5 of the *Public Interest Disclosures Regulation 2022*, Council is required to provide annual information about public interest disclosure activity. During the reporting period, Council received one public interest disclosures. Council's PID Annual Return for 2024-25 has been submitted to the NSW Ombudsman on July 30 as required by the legislation.

Planning agreements

Environmental Planning and Assessment Act 1979 s 7.5(5)

Council currently has two Voluntary Planning Agreements (VPAs).

The first VPA is a Deed of Agreement between Council and the landowner of Eurobodalla Quarry that requires the payment of a levy for road maintenance on Nerrigundah Mountain Road and Eurobodalla Road.

The second VPA is between Council, Surf All Day Pty Ltd and Penketham Property Pty Ltd, in relation to a development at Murray Street, Moruya.

Further information on the VPAs can be found on Council's website.

Development contributions

Environmental Planning and Assessment Regulation 2021 cl 218A (1)(2)(a)(b)(c)(d)(e)(f)(g) (3)(a)(b)

Council used development contributions for the following functions during the year.

Contributions utilised

Project	Council service	Amount expended (\$)	% of project costs funded by contributions	Project completed?
S7.11				
1001729 Beach Road and Vesper Street Upgrade	Transport	108,000	100%	Yes
1003116 Broulee Road and George Bass Drive Roundabout	Transport	419,197	17%	No
1003189 Pavement Rehab 24/25 - Eurobodalla Road	Transport	200,000	100%	Yes
1003240 Retaining Wall - Narooma School of Arts/Council Carpark	Transport	139,504	35%	No
Total S7.11		866,701		
S7.12				
Total S7.12		0		
S64				
1002448 TU01 - Pump Station Upgrade	Sewer Services	3,569,038	65%	No
1000394 Southern Water Storage Facility	Water Services	3,960,000	5%	No
Total S64		7,529,038		

Contributions received

Plan	Amount received during 2024-25 (\$)
S7.11	468,690
S7.12	524,973
S64	1,229,895
S7.4	143,727
Total	2,367,285

Swimming pool inspections

Swimming Pools Act 1992 s 22F(2)

Swimming Pools Regulation 2018 cl 23

During 2024-25, inspections of private swimming pools included:

- 330 inspections
- 213 compliance certificates issued for:
 - 201 properties with one but not more than two dwellings
 - 3 properties with multi-dwellings
 - 9 properties with tourist and visitor accommodation

Compliance with the NSW Carers (Recognition) Act

Carers Recognition Act 2010 s 8(2)

Consultation and liaison with carers

Council provided a wide range of services for people with a disability, people who are ageing, and their carers. In delivering those services Council:

- Ensured home visits were done when carers are available
- Provided carers with respite to attend events/info sessions
- Provided client handbooks
- Regularly renewed care plans as directed by the client
- Met with families/care recipients and carers to develop a work/care plan that includes goals and aspirations that will help sustain the carer in their caring role

Staff who are carers

The policies and codes of practice that guide the way that Council staff work, have been developed to optimise flexibility of working hours while ensuring services to the community are of appropriate timeliness and quality.

Council has a formal Flexible Work Agreement ratified by relevant unions, which allows greater flexibility in terms of starting and finishing times as well as allowing for the accrual of credits due to extra hours worked above standard hours. Staff, including those with carer responsibilities, can then access these credits throughout the year further enhancing flexibility.

Bushfire risk management

Rural Fires Act 1997 – Division 2 Section 74

Managing Bushfire Risk

Council is represented on the Far South Coast Bushfire Management Committee. This committee comprises the major land managers and emergency response agencies across the Eurobodalla and Bega and includes representation from the Indigenous community. This Committee prepares and implements a Bushfire Risk Management Plan (BFRMP) for the two Local Government Areas (LGAs).

The 2019 Eurobodalla Bushfire Risk Management Plan was reviewed and adopted by the Eurobodalla Bushfire Risk Management Committee in Spring 2019 and formally adopted by the State Bushfire Coordination Committee in 2020. The Plan identifies and assesses bushfire risk within the Eurobodalla LGA and sets out priorities to address the risk and agencies that are responsible for implementing the plan. The Next Generation Bushfire Risk Management Plan is currently under development and has been out for Public Exhibition and comment, with public submissions closed and reviewed. The draft plan has been lodged with the Bush Fire Coordinating Committee (BFCC) for approval. Annual bushfire risk management programs are developed by the responsible land managers and now coordinated through the Far South Coast Bushfire Management Committee.

Implementation of the Bushfire Risk Management Plan

For land under Council control and care, Council uses methods such as mechanical hand work, slashing, grooming and selective tree management to maintain Asset Protection Zones (APZ) and hazard reduction burning to manage bushfire fuel loads in Strategic Fire Advantage Zones (SFAZ) and Land Management Zones (LMZ). Hazard reduction works using the method of low intensity burning is undertaken by the NSW Rural Fire Service on behalf of Council.

Activity Report 2024-25

Activities undertaken on land under care and control of Council in accordance with the Bushfire Risk Management Plan Management Zones and Treatments Register are reported below. During 2024-25, Council treated 265 hazard reduction sites in accordance with BFRMP to monitor and maintain the Asset Protection Zone (APZ) including:

- 145 ha asset protection zone slashing
- 18 ha asset protection zone hand clearing
- 3.1 ha asset protection zone grooming
- 0 ha fire mitigation burns

Avoiding the risk

Bushfire protection measures are contained in the NSW Rural Fire Service publication “Planning for Bushfire Protection 2019.”

Planning for bushfire protection is categorised into several parts to reflect different types of development. Development that is a subdivision or a special fire protection purpose (aged care, childcare centres, tourist accommodation) is required to obtain approval not just from Council, but from the NSW Rural Fire Service. These types of developments are reviewed to ensure that there is sufficient separation from the threat, construction standards are adequate and that there are adequate evacuation measures.

Infill development such as new houses or extensions to existing houses are assessed by Council but are also required to provide a bushfire hazard response.

This type of development is assessed on the basis of an adequate APZ and construction standards.

All development proposed in a bushfire prone area must comply with the Planning for Bushfire Protection guidelines. Where an alternate solution is proposed, the application must be referred to the NSW Rural Fire Service. Assessment of bushfire risk is in accordance with the *Rural Fires Act 1997* and the *Environmental Planning and Assessment Act 1979*.

Disability Inclusion Action Plan

Disability Inclusion Act 2014 s 13(1)

The Eurobodalla Shire's demographic profile shows the community is growing and ageing, with increasing numbers of people with mobility, cognitive, and sensory disabilities.

The Disability Inclusion Action Plan (DIAP) 2022 was developed in partnership with the Eurobodalla community to meet the requirements of the NSW Disability Inclusion Act 2014. Council has met these obligations by adopting this DIAP for the 2022-25 period.

The plan includes 22 actions across four key outcomes to make the Eurobodalla Shire an inclusive place where everyone can join in and feel they belong, regardless of their ability.

The key outcome areas are determined by the NSW Government's Disability Inclusion Action Plan Guidelines. They are:

1. Attitudes and behaviours
2. Liveable community
3. Employment
4. Systems and processes

Through the implementation of these plans, Council has fulfilled the requirements of Division 3, Section 12 of the *Disability Inclusion Act 2014 (NSW)*. This has been achieved by:

- delivering more accessible buildings, amenities, and access routes;
- increasing disability awareness and information sharing; and
- fostering greater participation by people with disability through the Disability Inclusion Advisory Committee, various sunset committees, and related activities and programs.

The DIAP 2022 is incorporated into the Integrated Planning and Reporting Framework, with all activities to be recorded quarterly and reported annually. Implementation of the Action Plan is dependent upon resource allocation as part of the budget process.

Achievements by outcome area for 2024-25

1 Attitudes and behaviours

- 1.1 Council is a member of the Australian Network on Disability.
- 1.2 The delivery of disability and dementia training remained on hold while the organisation continues to undergo a high level of change.
- 1.3 Council updates online resources for businesses and recreational groups annually to promote best practice access and inclusion resources or referral.
- 1.4 Council continues to promote inclusion to improve accessibility for people with a disability and incorporates this into the design, operation and maintenance of all our public infrastructure.

All new pathways are designed in line with Council's Pathways Strategy 2017 which includes consideration of Council's adopted Disability Access Plan. Council also considers these requirements in relation to the adequacy of existing structures and routinely explores what can be done to improve existing facilities when they are renewed.

- 1.5 Council continues to seek funds to identify and promote accessible facilities, businesses and activities across digital platforms as guided by the 2024-28 Grants Strategy.
- 1.6 The Disability Inclusion Advisory Committee met once this year.

Council also provided opportunities to engage with people with disability during key consultation processes, including the Batemans Bay Masterplan and Plans of Management process.

- 1.7 Council held all abilities events including a dinner dance at Moruya Golf Club.

Council also made available an inclusive hiring list for local businesses, held meetings with disability support services and event teams to develop inclusive event protocols.

Council promotes information, training and resources for supporting people with a disability in our community via a range of newsletters distributed by various teams and by resources and advice on Council's websites.

2 Liveable community

- 2.1 Council continues to maintain, renew, and upgrade marine facilities in line with the allocated Marine Infrastructure budget. To enhance this investment, Council actively seeks external funding opportunities in accordance with the Grants Strategy 2024-28, enabling further improvements and accessibility upgrades at key marine sites. Council has recently applied for additional funding through the Boating Infrastructure for Communities Program for both Nelligen Pontoon, Nelligen and Preddys Wharf, Moruya to undertake further renewal and enhancement works and is awaiting an outcome for both these projects.

Public toilets at marine infrastructure locations are maintained effectively, including upgrades and provision of a cleaning program.

- 2.2 Council continues to address accessibility at its community facilities and public amenities. During the year work has been undertaken to improve accessibility of toilets at Mogo and Malua Bay. Facility improvements include upgraded changerooms and the provision of new, accessible amenities at Hanging Rock (90% complete at 30 June 2025).
- 2.3 A review of library systems and processes was undertaken using the Library's Access and Inclusion audit checklist. The audit identified practical steps that can be taken to improve access for people with disabilities and ensure compliance with State Library benchmarks.
- 2.4 Council continues to promote inclusion to improve accessibility for people with a disability and incorporates this into the design, operation and maintenance of our public infrastructure. Council has worked with our strategic partners, such as TfNSW, regularly advocating for upgrades to Council's pathway network. Due to this ongoing advocacy, Council was recently successful in receiving funding through the Get NSW Active Program to review and update Council's Pathway Strategy 2017. This will include further community consultation, including engagement with the Disability Inclusion Advisory Committee, to ensure disability access and equity continues to be considered and incorporated in all future pathway works.

2.5 New footpaths and cycleways have been built in accordance with the priorities identified in the Pathway Strategy 2017. All new footpaths and cycle paths constructed have been done in accordance with all relevant standards, including accessibility considerations. Network expansion projects completed this year include:

- Edward Road, Batehaven
- Sunpatch Parade, Tomakin

Council has made significant progress on the priorities within the current Pathways Strategy, completing over 16.2km of pathways since 2017. This includes 54% of the high priority footpaths and over 89% of the high priority shared paths within the strategy. These works have significantly improved access and equity for people with various disabilities.

2.6 Council's community development team continue to host monthly Craft Group sessions, providing a free space and supports for social engagement and creative activities for people with disability. Staff attended a workshop to increase awareness and obtain resources to help establish Sensory Friendly Spaces at community events to ensure they are accessible and inclusive for the whole community.

Council staff supported a local disability support organisation to apply for funds to host events celebrating International Day of People with Disability (IDPWD). Staff sourced donations from generous local businesses for lucky door prizes and provided Christmas giveaways for event attendees. Council staff provided assistance during the planning, promotion and implementation of the events.

The team facilitated a meeting between Council's Event Coordinator and a representative from each organisation to establish guidelines and develop resources for creating Sensory Friendly Spaces at community events. A highlight was the hosting of a fourth successful All Abilities Dinner Dance to a sold out audience. The event also provides a training and employment opportunity, with staff from Council's Employment Projects team engaging clients with disability to help them to develop customer service skills and experience as paid members of the event crew.

Council's youth team delivered 84 community events to 3,950 youth and community members, integrating accessibility, diversity and trauma informed planning. The All for One Youth Climate Summit, a collaborative event with Council's sustainability team, considered different learning styles, sensory needs and culturally appropriate activities to engage young people in conversations about their environment.

Council's Employment Projects team also delivered 17 accessible and inclusive community events to 449 participants. Events and programs delivered throughout the year included a Community Services and Health Jobs Drive and Workplace Tour, How to Apply for Council Traineeships, and Parents as First Career Coaches program.

2.7 Council continues to work with the Southern NSW Local Health District to identify patients who receive dialysis treatment at home and are further supported by a water usage concession.

2.8 General assistance is provided via the Development Helpdesk in relation to responsibilities for compliance with Premises Standards and the Building Code of Australia.

3 Employment outcome area

3.1 Council conducted a comprehensive review of the recruitment process, including an analysis of survey responses, completing recruitment process mapping and identifying streamlining and improvement opportunities. The improvements aim to provide candidates with a superior experience when applying for jobs with Council and include opportunities for prospective candidates to identify any considerations needed while moving through the process.

A pilot group has been selected to trial streamlining and improvement initiatives, ready to inform final embedding of process changes, and inform future inclusion planning.

3.2 The development of an Affirmative Measures recruitment strategy was put on hold while Council conducted a comprehensive review of the recruitment process this year. The review included an analysis of survey responses, completing

the recruitment process mapping and identifying streamlining and improvement opportunities.

The streamlining and improvement opportunities identified include ways to better provide support across our hiring processes.

- 3.3 Council works with a range of specialist business support services to provide one-to-one mentoring for business development. Council actively promotes opportunities for employers to support staff with skill and professional development.

4 Systems and processes outcome area

- 4.1 Council resolved to form a Disability Inclusion Advisory Committee in December 2024. Council advertised for committee members who were appointed in June 2025. The first meeting of the new committee is scheduled for July 2025.

- 4.2 During 2024-25, services were delivered to 70 unique clients in accordance with the quality and safeguarding framework.

- 4.3 Council staff strive to comply with accessibility guidelines on digital platforms. Staff are provided with training and resources. Where practicality prevents this (e.g. financial tables) this is explained and options provided for users to contact Council.

- 4.4 Council staff are trained and have resources (writing and style guides) to ensure communications are simple, clear and accessible.

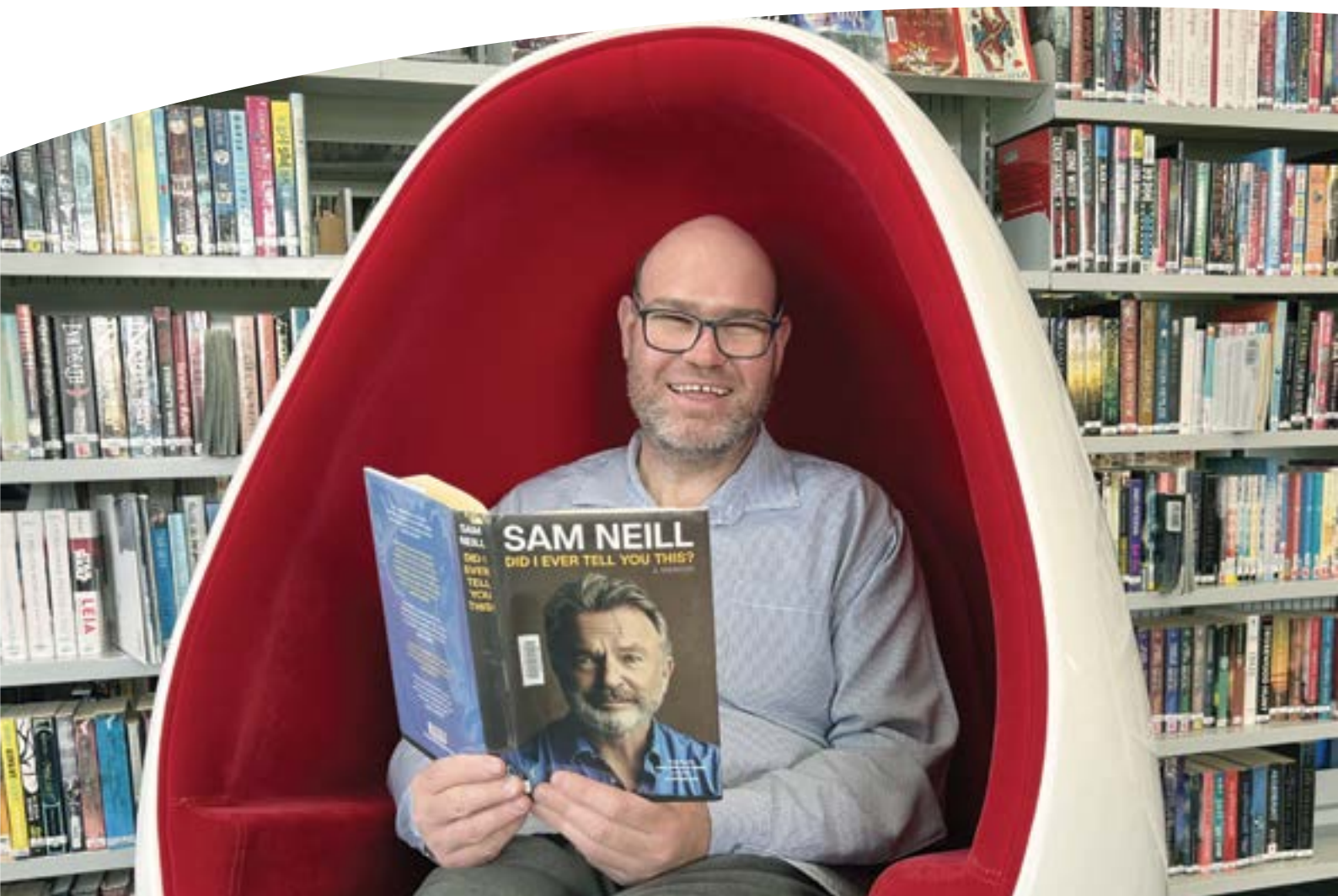


Image: Andrew Radford says a long career helping customers and finding articles at Batemans Bay Library set him up for success on the ABC hit TV series The Assembly.

Glossary

A

APZ	Asset Protection Zone
ARIC	Audit, Risk and Improvement Committee
ATSI	Aboriginal and Torres Strait Island

B

BAS	Basil Sellers Exhibition Centre
BFCC	Bushfire Coordinating Committee
BFMC	Bushfire Management Committee
BFRMP	Bushfire Risk Management Plan
BSAP	Basil Sellers Art Prize

C

CEAC	Climate and Environment Advisory Committee
CEMAC	Coastal and Environmental Management Advisory Committee
CES	Community Engagement Strategy
CEUF	Community Energy Upgrade Fund
CMP	Coastal Management Plan
CPP	Community Participation Plan
CPTIGS	Country Passenger Transport Infrastructure Grants Scheme
CRC	Community Recycling Centre
CRJO	Canberra Regional Joint Organisation

D

DA	Development Application
DCCEEW	Department of Climate Change, Energy, the Environment, and Water
DCP	Development Control Plan
DIAP	Disability Inclusion Action Plan
DPHI	Department of Planning, Housing and Infrastructure

E

EAAC	Eurobodalla Aboriginal Advisory Committee
EEO	Equal Employment Opportunity
EIS	Environmental Impact Statement
EMP	Estuary Management Plan
EOI	Expressions of Interest
EPA	Environment Protection Authority
ESC	Eurobodalla Shire Council

F

FMI	Facilities Management Information System
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G

GIPA	<i>Government Information (Public Access) Act 2009</i>
GSAHS	Greater Southern Area Health Service

I

IT Information Technology

L

LEP Local Environmental Plan

LGA Local Government Area

LMZ Land Management Zones

LRC Local Rescue Committee

LSAP Little Sellers Art Prize

M

ML Megalitres

N

NAIDOC National Aborigines and Islanders Day Observance Committee

NATNP Northern Area Transport Network Plan

NATSIC National Aboriginal and Torres Strait Islander Children

NDIS National Disability Insurance Scheme

NEMA National Emergency Management Agency

NPWS National Parks and Wildlife Service

O

OLG Office of Local Government

OOSH Out of School Hours

P

POM Plan of Management

PCYC Police and Citizens Youth Club

R

REF Review of Environmental Factors

RFS Rural Fire Service

RID Regional Illegal Dumping

S

S64 S64 Contributions Plan

S94 S94 Contributions Plan

S94A S94A Contributions Plan Levy Plan

SEATS South East Australia Transport Strategy (Inc)

SNSWLHD Southern NSW Local Health District

SFAZ Strategic Fire Advantage Zones

T

TfNSW Transport for NSW

V

VPA Voluntary Planning Agreement

W

WHS Work Health and Safety

WMF Waste Management Facility

