2003-2004

Mid Goulburn Broken Implementation Committee

Program Reports



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Pd/MGBAR04

The Mid Goulburn Broken Implementation Committee recognises the valuable input from our community and funding partners and thanks the following investors for their support.

The Australian Federal Government—The Natural Heritage Trust—The National Action Plan— The National Landcare Program—Victorian State Government—Second Generation Landcare.

Photographic acknowledgements: Chris Dunster, Waterways staff, Andrew Ashton Photography, Poppe Davis, Barry Oswald, Tony Kubeil., Angela Trapani.



Chairs Report

Sally Simson

Mid Goulburn Broken Implementation Committee

THIS year has been a most eventful year for the Mid Goulburn Broken Implementation Committee (MGBIC). We have seen significant changes within the committee with Charles Jones elected to the CMA Board early in the year and the retirement of our Chairman Peter Robinson. However we welcomed two new members, Ken Whan, who joins the committee with valuable experience in both natural resource issues and local government, and landholder David Dore from Goomalibee, who has a strong interest in land care and community concerns.

Despite the effects of recent drought and some late funding all six key projects delivered on expenditure and projected outputs. This can be contributed to the close working partnership with both the Department of Primary Industries and Goulburn Murray Water and I recognise their dedication and hard work to achieve these results.

The uptake of the Environment Management Grants (Environmental Incentive Scheme) was especially pleasing. The MGBIC spent most of available funds resulting in: 264ha of remnant vegetation protection, 330ha of revegetation, 572ha of Lucerne/perennial pasture establishment, 250ha of erosion stabilization.

Waterways Grants have been delivered totaling \$141.000 and delivering 79ha of protection for stream banks and 47 off stream watering points . Our waterways team has been supported by the Waterways Working Group, which has engaged local communities and provided a valuable connection between landholders and the CMA.

Engagement and support of Landcare Groups is a vital component of the Implementation Committees' role and this year has seen the development of several new initiatives. A Community Landcare Support Strategy, has been developed by our Regional Landcare Coordinator, Heather Holder, and is now ready for release. Landcare groups, Agencies and the wider community were involved with in the process of developing this strategy which will act as a guide and support for the Landcare movement in the future.

Another leading initiative this year was establishment of three geographically based Landcare Facilitators to provide service and assistance to MGBIC Landcare Groups. The Facilitators are supported by a Steering Committee. The Regional Landcare Coordinator, works with and assists the Facilitators to strengthen our partnerships and help Landcare Groups gain a better understanding of the CMA priorities to maximize the delivery of natural resource outcomes within the catchment.

achievements and efforts of Landcare volunteers. Russell Ellis from Chesneyvale was awarded the Award for Excellence for his long involvement with Landcare in the Chesneyvale and Warby Ranges Landcare Groups and as a foundation member of the Upper Boosey Lake Mokoan Weed Action Committee. He is an outstanding spokesperson for natural resource management and has set a personal example on his own property, increasing the amount of native vegetation each year and achieving a balance between biodiversity and sustainability.

The Heartlands project in the Honeysuckle Creek Catchment, managed by Barry Oswald, and the Broken Boosey project, managed by Tony Kubeil, are outstanding examples of achievement in the catchment. The Implementation Committee is committed to community engagement. It ran a successful and well attended Benalla Community Forum in June, will over 100 delegates and addressed management issues related to the area. Delegates participated in vigorous panel discussions with representatives from the CMA, DPI, CSIRO (Heartlands) and G-MW.

While we are pleased with our past years' achievements we are constantly challenged. The decision to decommission Lake Mokoan, release of the White Paper, and greater communication within communities will require sound planning and dedication to ensure the best possible outcomes for future generations. The decommissioning of Lake Mokoan, means we need to position ourselves to attract funding and resources to rehabilitate this area. Our Implementation Committee will be involved with other agencies in the negotiating process with government.

I thank Phil Stevenson, the members of the Implementation Committee and the CMA staff for their contribution and support throughout the year. I would like to especially thank Jill Breadon for her contribution and dedication, and our retiring chair Peter Robinson for his leadership. His experience and extensive knowledge will be greatly missed.

Sally Simson

Chair—Mid Goulburn Broken Implementation Committee



Executive Officers Report Phil Stevenson Executive Officer

A very close working relationship has been developed over past years with the Department of Primary Industry, Department of Sustainability and Environment, Goulburn Murray Water and our own CMA staff to oversee the implementation of an almost \$5_million natural resource management program in the Mid Goulburn Broken area.

Building on these strong foundations the 2003-2004 natural resource management program has remained on target to deliver the best possible outcomes for waterways, salinity, biodiversity and many other ongoing programs. We held two Community Forums this year, in Nagambie and Benalla, where around 160 community members participated in discussion on issues that are important in their respective region. The Mid Goulburn Broken Implementation Committee (MGBIC) continues to consult with and provide updated information to local people about local issues. There is no doubt that this is a valuable tool for community engagement and that the community members appreciate the opportunity to investigate better ways to reach their environmental goals. Intensive industries and water issues were on the agenda at Nagambie while the Benalla community concentrated its attention to salinity, siltation of rivers and pest plants & animals.

Changes to our Implementation Committee will bring a new perspective to natural resource management in the Mid Goulburn Broken catchment. We have welcomed two new members, Ken Whan from Benalla and David Dore from Goomalibee, who will make a great contribution to the Committee.

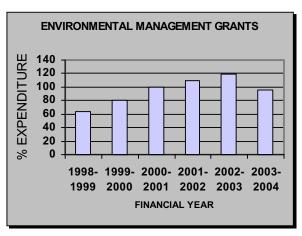


Red Gum on Hollands Creek

One of our longest standing committee members, Jill Breadon from Mansfield, retired this year to concentrate on her business and we wish her well in her future endeavours. Jill was the Implementation Committee representative on a

number of projects during her tenure. We also said farewell to Peter Robinson, Chairman of the Implementation Committee, who has also retired to concentrate on the demands of the family business. Both have made a truly valuable contribution and we wish them well.

The combined efforts of the River Health and Water Quality and Sustainable Agriculture and Land Management (SALM) Programs successfully made improvements to land and water throughout the Mid Goulburn Broken catchment, by actively implementing strategies under the Goulburn Broken Regional Catchment Strategy. Huge improvements were made with 'in stream' works, revegetation and protection of biodiversity, much of which will be covered in detail in following reports.



Environmental management Incentives trends.

I commend all Program managers for the effort they have put into each program this year, especially the Environmental Management Incentives (formerly EMGs), which again performed well in the Mid Goulburn Broken catchment.

The table on the following page shows funding totals and trends in the Mid Goulburn Broken catchment over the past four financial years. Funding has increased overall since the year 2000, however it is alarming to note the decrease in funding to combat dryland salinity.

The Implementation Committee will work closely with our Partners to increase support in this vital area of natural resource management

Executive Officers Report

Regional Landcare Support Officer, Heather Holder, has helped secure funding for three Facilitators who are currently working with Landcare Networks in the Mid Goulburn Broken Catchment to ensure they are successful with their on-ground works. It will help Landcare groups gain a better understanding of the CMA priorities and maximize the delivery of natural resource outcomes within the catchment. Heather has also driven development of the Community Landcare Support Strategy, which will guarantee assistance for Landcare Groups into the future.

I thank and congratulate the Implementation Committee, our Agency Partners and the CMA staff for a highly successful year.

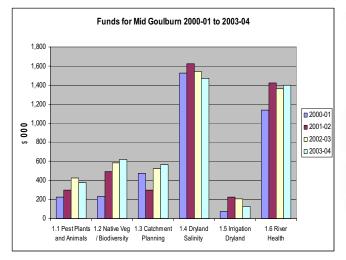


Executive Officer
Mid Goulburn Broken Implementation Committee

Mid Goulburn Broken total funds between 2000 and 2004				
	2000-01	2001-02	2002-03	2003-04
1.1 Pest Plants and Animals	228	297	423	380
1.2 Native Veg / Biodiversity	233	494	582	620
1.3 Catchment Planning	475	301	520	563
1.4 Dryland Salinity	1,526	1,626	1,544	1,474
1.5 Irrigation Dryland	75	226	207	129
1.6 River Health	1,135	1,423	1,360	1,401
Total Mid Goulburn Broken funding in thousands of dollars	3,672	4,367	4,636	4.567



Jill Breadon receives thanks from GBCMA Chair—Stephen Mills.





Outgoing Chairman Peter Robinson receives a Certificate of Appreciation.



River Health & Water Quality

Tom O'Dwyer Waterway Health Program Leader

THE CMAs Waterway Team has assisted in the delivery of a \$2.2 million budget focussing on works in the Mid Goulburn Broken over the past year

While continuing to focus on traditional river stabilisation works to reduce the amount of sediments and nutrients entering our waterways, the past year has seen an increase in the control of exotic vegetation, and a management program to control stock access to waterways. This enables the protection and enhancement of indigenous native riparian vegetation.

Most stabilisation sites have had stock access control (fencing and alternative stock watering) and revegetation works through the Waterway Grants scheme. This popular scheme assists and engages landowners in protecting the works from stock damage, delivering long term water quality and aquatic habitat benefits.

The Authority has programs to meet part cost of off -stream stock dams and/or troughs. This assists landowners provide alternative water supplies for stock – often leading to productivity benefits as well as water quality, stream health and environmental benefits.

Several important investigations and studies have been completed in the past year. These will inform future river health programs on the Broken River down stream of Casey's Weir. A regional River Health Strategy and Regional Willow Strategy have also been completed. Other studies related to the implementation of Stream Flow Management Plans are in progress along the Seven Creeks near Euroa.



Preparation for installation of a rock chute to slow water velocity during peak flows - Bungeet.

The Victorian Government's White Paper has identified and strengthened the CMAs role as the 'caretaker of River Health' and identified additional funding that will become available in the near future. The Waterways Team in the Mid Goulburn is well placed to convert the additional funding to on ground works that will protect high value rivers and help to restore degraded streams in this area

Works Summary

∉# Fencing stream sides—55ha

∠# 24 binding management agreements

Instream and tributary erosion control—25 km

∠
₩
Woody weed management—46 ha

∉# Revegetation works on— 21.6ha

Index of stream assessments at 100 sites



Goulburn River backwaters with natural riparian vegetation—Nagambie

Native grasses

Establishing Native Grasses at sites following works such as willow removal, bank stabilisation and fencing is a continuing challenge in the Waterways program. Since 2001 trials have been conducted using native grasses grown in Hiko cells. While the planted sites have been successful, a number of issues have been identified.

Thorough pre-planting weed control is needed which can delay immediately planting out a site to stabilize soils disturbed by works. Follow up weed control is usually necessary as well. This is a costly and time consuming activity.

This intensive restoration of native riparian grasses is best suited to the urban waterway bushland environments such as Lake Benalla and Seven Creeks in Euroa. It provides

Waterways Report

opportunities for community involvement and awareness as well as the biodiversity benefits of including grasses in revegetation projects.

In 2004/05 we will begin to trial the use of native grass seed for establishment at post works sites which we expect to be more cost and time effective. These sites will be monitored to ensure that we continue to improve our techniques and can share experiences around the catchment.



27,000 indigenous trees and shrubs planted and 5000 native grasses planted at 30 sites across the catchment

Case Study—Lake Nillahcootie

Over the past 10 years excessive rains on the steep and denuded catchments of the Broken River and Lake Nillahcootie have cased massive siltation to occur, turning the waters of the Lake into mud. The lack of vegetation in tributaries of the Broken River increased the velocity of water in times of high rainfall, delivering hundreds of tonnes of silt to the Lake.

During the summer of 2003/2004 the Waterways team continued with a long standing program to decrease the amount of silt entering Lake Nillahcootie and where in previous years little impact had been achieved, it was decided to focus on the more unstable gullies upstream.

Utilising aerial photographs and local knowledge of the area targeted and prioritised the many tributaries feeding Lake Nillahcoote and with co-operation from several landowners stream walks and surveys were undertaken, indicating which would give the best long-term results.

Surveyors reports and detailed designs enabled a major construction program. Earthmoving contractors were



Silt delivered from an eroded tributary.

employed to construct over a dozen rock chutes or sediment traps throughout the area, concentrating on one section of a creek at a time, where fencing and rehabilitation with indigenous vegetation was planned.

Within 6 months there has been a noticeable reduction of soil movement through these initial sites and these reaches of stream will improve further over time.

Continual surveys and designs will assisted us to follow our program over the next several years ensuring that teamwork and perseverance will improve the water quality of Lake Nillahcootie and the Broken River downstream.



Lake Nillahcootie will benefit from improvements to water quality through the Waterways program.



Heartlands Report Barry Oswald Heartlands Program Manager

THE Heartlands Initiative encompasses the Honeysuckle Creek catchment covering an area of 79,755ha. The rainfall in the catchment varies from 500mm in the north up to 900mm in the south.

The landscape can be divided into four main areas

 \not Southern highlands (Strathbogie Ranges)

High alluvial plain (Violet Town Plain)

∉# Rising hills (Sheep pen hills)

∉# Low alluvial plains (Kialla East plains)

The current main land uses are dryland grazing (sheep, beef, dairy cattle) and dryland cropping.

The Heartlands project is a long term project now into its fourth year. The project integrates research with on ground works to develop sustainable land use systems that landholders can use to arrest and reverse land degradation.

The Foundation for Rural and Regional Renewal Project (FRRR) "Interpreting and Implementing the Airborne Geophysics" has been completed and the technical report is due for release shortly. The project benefited from knowledge exchange with local landholders. The direct link between the research and on ground action strongly enhances the likelihood of adopting the management recommendations. Overall we believe this project has enhanced our ability to investigate dryland salinity and to recommend appropriate management responses. It has also improved local community capacity to deal with the management of water and salt in the Honeysuckle Creek area.

The Heartlands group has been very appreciative of the generous contribution from FRRR. It has been a tremendous boost for the Heartlands Project and has benefited landholders within the project area.



Grass trees protected by a Heartlands fencing program.

The Heartlands research team is following up on the FRRR results and is applying a land use planning process to provide knowledge on management of salinity, biodiversity, commercial forestry production, surface water yield, water quality and other themes. These will be integrated into plans (maps) to prioritise land use change for achieving multiple benefits for the environment and commercial land use. Most of this work is presently being carried out in the Sheep Pen Creek area.



Planting out for farm forestry.

On Ground works

Grants have been made available to landholders for the protection and enhancement of native vegetation, regeneration of areas, perennial pasture establishment, erosion control and fencing of wetlands. The on ground works are been carried out with lots of landholder enthusiasm throughout the Heartlands area.

During this financial year works included 115 ha of remnant protection and enhancements, 151 ha of perennial pasture establishment, two stock containment areas and 30.5kms of fencing. Erosion control along several creek lines in the area has been carried out with assistance from the waterways group.

Heartlands encourages and supports landholders to trial a variety of deep rooted perennial pastures to assist with the lowering of ground water tables.

Application has been made for a grant to develop an area within the Heartlands to trial sustainable grazing on saline land using salt bush as the prominent species. If successful it is expected this site will be used as a model for landholders to make decisions about their salt effected areas.

Throughout the year there was a constant flow of visitors to

Heartlands Report

view the Heartlands project. Landholders, groups from various schools including several Universities and various Landcare groups visited the area.

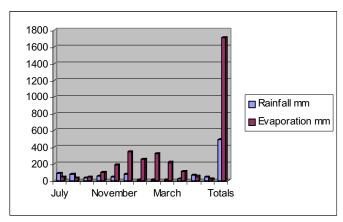
The Heartlands program gives landholders the opportunity to interact with researchers and for researchers to understand the problems and concerns from a landholders point of view in their quest to arrest environmental degradation.

I wish to thank the people from the organisations and agencies who have contributed to the Heartlands program and acknowledge the CMA Board, the Implementation Committee and the support from CMA staff and a special thanks to Debra Todd (Office Manager Benalla) for her assistance with the management of the program.





Rainfall and evaporation from July 2003-June 2004 in the Sheep Pen Creek catchment retrieved from the CSIRO evaporation station by Mark Tunningly. (above)





Debra Todd and Barry Oswald—manage the Heartlands Program



Foundaion for Rural and Regional Renewal - Supporting Heartlands.



Landcare Report Heather Holder Regional Landcare Coordinator

PREPARATION of the Community Landcare Support Strategy was a highlight of the year, with a strong emphasis on extensive consultation with Landcare and Agency personnel to ensure that it meets the requirements of all parties. Initial data was accumulated in February 2004 and 331 copies of the first draft were distributed for community comment. The draft received excellent response culminating in a second draft that will be re-circulated prior to endorsement by the Goulburn Broken CMA Board. The Community Landcare Support Strategy will set the guidelines for Landcare support to guarantee viability in the Goulburn Broken catchment into the future.

A Landcare Forum, attracting over 300 delegates from across the State, was organised for June 2004 with Heather Holder playing a leading role in its organisation. Delegates representing Landcare Groups from diverse areas gathered for two days to celebrate their achievements and discuss the elements that will make community Landcare even stronger. The 10 Regional Landcare Coordinators throughout Victoria frequently work together on joint projects, including the Landcare Forum, deliberation on employment guidelines for Landcare Support positions, and the Occupation Health and Safety Code of Practice for Landcare.



Allison Long, Andrea Montgomery, Trevor Verlin and Heather Holder - offering a fresh approach.

There has been a big change in the way that Landcare support is delivered in the past year. Groups, in partnership with the Mid Goulburn Broken Implementation Committee, welcomed three new geographically based Landcare Facilitators to the catchment. Allison Long will support Landcare in the south west of the MGB area, Trevor Verlin facilitates projects in the mid area from Nalinga to Mansfield, and Andrea Montgomery who manages the northern sector of the catchment.

The Facilitators are making great improvements to Landcare in the MGB area. Many of our Landcare Groups have been invigorated and in particular two struggling Landcare groups have now re-formed. An excellent

although unexpected outcome from these positions is the improved communication between Landcare groups, with greater discussion and sharing of ideas.. The contributions made by the Landcare Facilitators, ensures that Landcare Groups in our catchment remain informed, active and able to achieve their goals.



Russell Ellis from Chesneyvale receives the Landcare Award for Excellence.

Russell Ellis of the Warby Ranges Landcare Group, was awarded the Mid Goulburn Broken Implementation Committee, Award for Excellence this year. This award is presented in recognition of the contribution and long term commitment that landholders make to their Landcare groups and the catchment.

We are heavily involved with Saltwatch Week; a time for school children to focus on and learn about salinity. The Longwood Primary School, Goulburn Broken CMA and Goulburn Valley Water worked in partnership to organise the "Salty Sports Day" for the schools of Avenel, Euroa, Strathbogie, Ruffy, and Longwood. We hosted a total of 162 primary school children who enjoyed a day of salty fun. Activities on the day included the edible aquifer, a taste of salt, the visible and the invisible, testing soil salinity samples and the Saltwatch sports. Another eighteen (18) schools in the catchment were visited with presentations including 'A taste of salt' and 'story of a catchment' discussing salinity, its causes and effects on our lives.

Community groups and schools within the MGB catchment were successful in attracting over \$6000 in Community Salinity Grants last year for educational projects to heighten awareness of the impact of salinity on land and water.

The Community Education component of our work is strong and well received at local schools and within the community. We have had a successful year of educational activities and are committed to ongoing consultation and engagement with the Mid Goulburn Broken community.



Conservation Management Network Tony Kubeil Broken-Boosey CMN Coordinator

THE Broken Boosey Conservation Management Network (CMN) is a collective where the land managers and other interested landholders are empowered with management of remnants vegetation. The aim is to coordinate management for the achievement of common biodiversity conservation goals. The CMN acts regardless of land tenure and aims to achieve multiple benefits from individual projects.

The Broken Boosey CMN extends from Barmah Forest in the West along the Broken, Boosey and Nine-Mile Creek systems to link with the Warby Ranges in the East. It has a total area of 350,000ha, the majority of which is private land.

There are many environmental assets within the CMN area including, the largest Victorian population of Bush Stone Curlew (FFG Listed)

The Broken Creek is classified within the Directory of Australian Important Wetlands and the floodplain supports species of national significance such as:

The area contains wetlands used by Brolga as breeding grounds and contains the largest remaining example of Plains Grassy Woodland Ecological Vegetation Classes in the Northern Plains.

The Broken Creek System is of cultural significance to the local Aboriginal people and approximately 10% of Victoria's vascular plants have been recorded along the Broken Creek system in a recent survey.



Moodies Swamp—needs higher environmental flows.

Given the environmental importance of the area and the extent of private land within the landscape, working with the community to undertake works is vital to the survival of

individual species and larger ecosystems. Over the past 5 years less than one percent of biodiversity conservation works have been undertaken on private land (CAMS:2004).

Development of Water Management Recommendations for Moodies Swamp

Moodies Swamp is a 180ha freshwater shallow marsh wetland located within the flood plain of the Broken Creek. Due to the modification of the flood plain and the modification of natural flow in the Broken Creek, the natural wetting regime has not been achieved, to the extent that the swamp has not received substantial water since 1994. This is having an effect on the flora and fauna that the swamp supports. This year the CMN has endeavoured to produce a document outlining the most appropriate wetting regime to support the values of the swamp. It is envisaged that thanks to the CMN Moodies Swamp will receive water in 2005.

We have highlighted the importance of the area in the community by developing and distributing a colour

brochure to highlight the need to protect breeding grounds of the Bush Stone-Curlew

Predator Proof Fencing

The Broken Boosey CMN area supports the largest population of the Bush Stone-Curlew (FFG Listed) in the state. Being a ground nesting species the curlew is extremely vulnerable to predation, curlew chicks are commonly taken by foxes and cats. In an attempt to increase breeding success the CMN has constructed two Predator



The Bush Stone-Curlew to be protected.

Proof fences around known breeding sites. Monitoring will occur to determine if the fences are successful by reducing juvenile mortality.

In the coming year the CMN aims to tackle landscape scale issues of Pest Plant and Animal Control. A major focus on fox control will have substantial follow on benefits of biodiversity conservation as well as having an impact on the farm by reducing Lamb mortality rates.



Communications Report

Poppê Davis Dryland Community Liaison Officer

THE past year has been successful for the Mid Goulburn Broken catchment in terms of promotional activity and press coverage.

Community Forums were promoted with newspaper advertising campaigns and press releases to reach target audiences in both the Nagambie and Benalla regions. The Nagambie campaign included a radio advertising campaign on local commercial stations, ABCFM and ABC774 in Melbourne. Both campaigns utilised direct mail through Australia Post delivering pamphlets into roadside letter boxes.

An advertising campaign was also undertaken in the dryland to introduce three new Landcare Coordinators in the MGBIC area.

The Community Liaison role is primarily an educational and

promotional role to highlight and focus attention on the work of the Implementation Committee, the Goulburn Broken Regional Catchment Strategy and the programs that operate under its auspices. However the role is expanded each year to assist and nurture the ability of program managers to adequately promote their individual programs in a meaningful and professional manner.

This year a brochure was designed to highlight the plight of the Bush Stone-Curlew in the Broken Boosey catchment, where its breeding sites are under threat. This document was produced 'in-house', professionally printed and distributed in the appropriate area.

We also designed a colour brochure to promote the Goulburn Broken Dryland Groundwater Investigation Scheme, which was distributed in priority salinity areas via direct mail to landholders mail boxes for Goulburn Murray-Water. This was a most successful campaign, which netted a significant increase in landholder applications for groundwater drilling assistance.

New brochure hits the mark.

A new publication has been developed by the Water Quality program to highlight *Current Recommended Practices for the Protection of Water Quality in the Goulburn Broken Catchment.*

A direct mail brochure has been developed to advertise the

availability of this series of documents that are applicable to a broad spectrum of land uses.

A CDRom has been developed, together with an explanatory colour sleeve, and will be available for use by Agency personnel and Shire planners.

bidk Stone-Curida

Have you seen

the Bush

Stone-- Curlew?



CRP—available in hard copy and disk

Landholders in the Heartlands area were targeted this year with 3 issues of 'In the Heartlands', a newsletter to keep them informed about progress of the Heartlands program...

The Implementation Committee newsletter, 'Woodlands and Wildlife' was published 3 times also and is targeted to Landcare groups throughout the MGBIC area, with information on Landcare issues, strategies, policy and local good news stories. In addition, a new newsletter 'Funding Update' designed to update Landcare executive members about funding availability, deadlines and criteria was developed this year and will be published quarterly as new funding information is available.

These newsletters are distributed by mail, posted on the Goulburn Broken CMA website, and available electronically as a PDF file.

The Water for Growth program was supported with direct mail and press releases for Sustainable Irrigation Courses, and assistance was also given in development and design of a new masthead and layout for the Municipal Information Exchange newsletter this year. The new look 'Municipal Infex' first issue has been published by Melva Ryan (GBCMA) and has been widely acknowledged for its freshness and modern look.

Press support for MGB publicity has been excellent over the past year, with over 35 newspaper articles published in papers throughout the Mid Goulburn Broken catchment.



The Year in Pictures Making the Headlines

The education component of the Dryland Community Liaison portfolio includes salinity education at schools during Salt Week and water based presentations throughout the dryland during Water Week.

Last year we visited 22 schools with the assistance of Landcare Coordinators and have had excellent feedback from students and staff who enjoyed the presentations and found the information valuable to their curriculum.

A full program of activities was organised during Water Week, including swimming sports, Twilight Walks at wetland sites, free movie nights, pantomime performances at selected schools and water sampling.



Ellie Emu Salty Sports Planting trees on waterways Water Week activity Making the Headlines











Rear L to R: Stephen Feiss (G-MW), Geoffrey Campbell, Phil Stevenson (Executive Officer), David Dore. Front L to R: Menon Parameswaran, David Smith (DPI), Sally Simson (Chair), Ken Whan. Not present: Alan Sutherland, Dougal Gilmour (below)





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