



2014/15 ANNUAL REPORT



INDEX / CONTENTS

CONTENTS	PAGE
Contact Details	3
Councillor Contact Details	4
Message from the Mayor	5
Acting General Manager’s Report	6
Workforce / Organisational Structure	7
Planning and Development	8
Finance and Community Services	9
Works and Engineering	10
Oberon Youth Council	11
Statutory Information	12

Attachments

- Community Strategic Plan
- 2014/15 State Of The Environment Snapshot
- 2014/15 Audited Financial Statements



CONTACT DETAILS

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& Council Chambers
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Oberon NSW 2787
Ph: 02 6329 8100
Fax: 02 6329 8142
Email: council@oberon.nsw.gov.au
Website: www.oberon.nsw.gov.au

Oberon Library
74 Dart and Fleming Street
Oberon NSW 2787
Ph: 02 6329 8220
Fax: 02 6329 8223

Robert (Bob) Hooper Community Centre
9 Fleming Street
Oberon NSW 2787
Ph: 02 6329 8100

Oberon Swimming Pool
15 Cunynghame Street
Oberon NSW 2787
Ph: 02 6329 8250

Oberon Visitor Information Centre
Cnr Ross & Edith Streets
Oberon NSW 2787
Ph: 02 6329 8210 or 8212
Fax: 02 6329 8213

Council Works Depot
21-41 Albion Street
Oberon NSW 2787
Ph: 02 6329 8200
Fax: 02 6329 8206 (Workshop)
Fax: 02 6329 0080 (Store)

Oberon Fire Control Centre
12 North Street
Oberon NSW 2787
Ph: 02 6329 0493
Fax: 02 6336 0151

OUR COUNCIL

COUNCILLORS – Elected September 2012

Councillor	Phone	Email
Ian Doney	6337 5793	ian.doney@oberon.nsw.gov.au
Jill Evans	6336 1254	jill.evans@oberon.nsw.gov.au
Neil Francis	6337 0316	neil.francis@oberon.nsw.gov.au
Kerry Gibbons	6336 0830	kerry.gibbons@oberon.nsw.gov.au
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Clive McCarthy	6336 1019	clive.mccarthy@oberon.nsw.gov.au
John McMahon	6336 1487	john.mcmahon@oberon.nsw.gov.au
John Morgan	6337 5010	john.morgan@oberon.nsw.gov.au
Kathy Sajowitz	6336 0742	kathy.sajowitz@oberon.nsw.gov.au

MAYOR

Councillor Kathy Sajowitz was Elected Mayor in September 2015 following the passing of former Mayor John McMahon.

DEPUTY MAYOR

Councillor Kerry Gibbons was Elected Deputy Mayor in September 2012 and again in September 2013, 2014 and 2015.





A MESSAGE FROM THE MAYOR

It is with mixed feelings I provide the 2014/15 Oberon Council Annual Report. Shortly after the end of the 2014/15 reporting period, and prior to writing this report, the Oberon Council and wider community were saddened by the passing of Mayor John McMahon. John contributed to our community for over 40 years, was well respected and highly regarded by all. At an Extraordinary Meeting held on 27 July 2015, I was elected to the position of Mayor.



Former Mayor, Cllr John McMahon

This report provides a brief overview of the Council's activities for the 2014/15 year.

As part of the NSW State Government Fit for the Future initiative, the integrated Local Government Review Panel handed down their final report earlier this year. Oberon was suggested to either merge with Bathurst or stand alone as part of a Joint Organisation and we chose to put in a self improvement proposal as part of a Joint organisation. This was submitted to IPart for assessment by the 30 June deadline. This issue is ongoing into the 2015/16 reporting period.

Construction of the Columbia Homes "Oberon Village" Aged Care facility was completed and the facility was officially opened in May 2015 by The Honourable John Cobb MP, Peter Miller from Columbia Homes and the late John McMahon. Hathaway residents moved into the village and are very pleased with the new accommodation. Acknowledgement must be given to the very dedicated and persistent committee and community members who lobbied long and hard over many years to bring this project to fruition.

The Oberon community welcomed Ben Steel as our Australia Day Ambassador and held an official ceremony on 26 January 2015 at the Oberon Showground to present Citizen of the Year Awards. I would like to congratulate Max Sward as 2015 Citizen of the Year, Adrian Williams as the Young Citizen of the Year and also pass on my congratulations to all of the award category winners.

The community celebrated Youth Week, Seniors Week and International Women's Day, Live Well in Oberon and commemorated the 100 year anniversary of WW1 a six week program of events "Oberon Honours the Anzacs". Support was also provided to local schools, sporting groups and

community organisations with projects and activities, including the Highland Steam & Vintage Fair and the Oberon Show.

The Oberon Youth Council has been very active assisting at community events and fundraising for a proposed new skate park. The inaugural OYC Fun Run was held in April. The forming of a Youth Council for Oberon has been very successful and embraced by the community, it has been rewarding for me to have been involved with this concept.

The expansion of the timber industry will continue to provide economic stability for the region and the proposed re-opening of the Burruga Mine in 2015/16 will provide job opportunities. Tourism continues to be a challenge that we all need to be engaged with, we need to continue to capitalise on the attractions of the area such as Jenolan Caves, Kanangra Boyd National Park and Mayfield Gardens.

I especially acknowledge the hard work of all our volunteers including Community Transport and Meals on Wheels drivers; social and sporting group members; and Section 355 Committee members.

Infrastructure programs have been a priority for Council with, amongst other things, the completion of the Mayfield Road project. Upgrade of the water and sewer plant is ongoing. The covering of the pool was commenced and will be completed in time for the 2015/16 swim season. As a result of the revised LEP new subdivisions are planned which will add to population and economic growth.

Mayor
Clr Kathy Sajowitz



ACTING GENERAL MANAGER

In preparation for this report I sit and reflect upon a year that could change the local government landscape for years to come. Oberon's value statement in accordance with its current Community Strategic Plan is simple: *We respect the past, the future and position of others. We take pride in community achievement, and we work together in an open and co-operative manner.*

It was using this cornerstone that we engaged in the NSW Governments review of Local Government and lodged a proposal to stand alone as part of the Fit for the Future review. The rationale behind this submission was simple; our community overwhelmingly supporting this position.

The results of this process will not be known until the end of 2015; however we are confident that Oberon has the appropriate capacity to continue to operate in its current entity.

2014/15 saw the culmination of significant projects in our Local Government Area. The Columbia Homes Aged Care development, some 10 years in the making, is seen as one of the most significant projects undertaken to assist our aging community.

The first stage of this two stage development was officially opened in May 2015. This project has been a Council priority and it is commendable that such a tremendous asset now exists in Oberon.

Our Swimming Pool is undertaking a facelift with a new roof enclosure. It is of interest that the backing for this project is being completely funded by Oberon Council by virtue of substantial community want.

We continue to support significant tourism destinations like the World Heritage listed Jenolan Caves and magnificent Mayfield Garden. These major assets continue to attract visitors to the area.

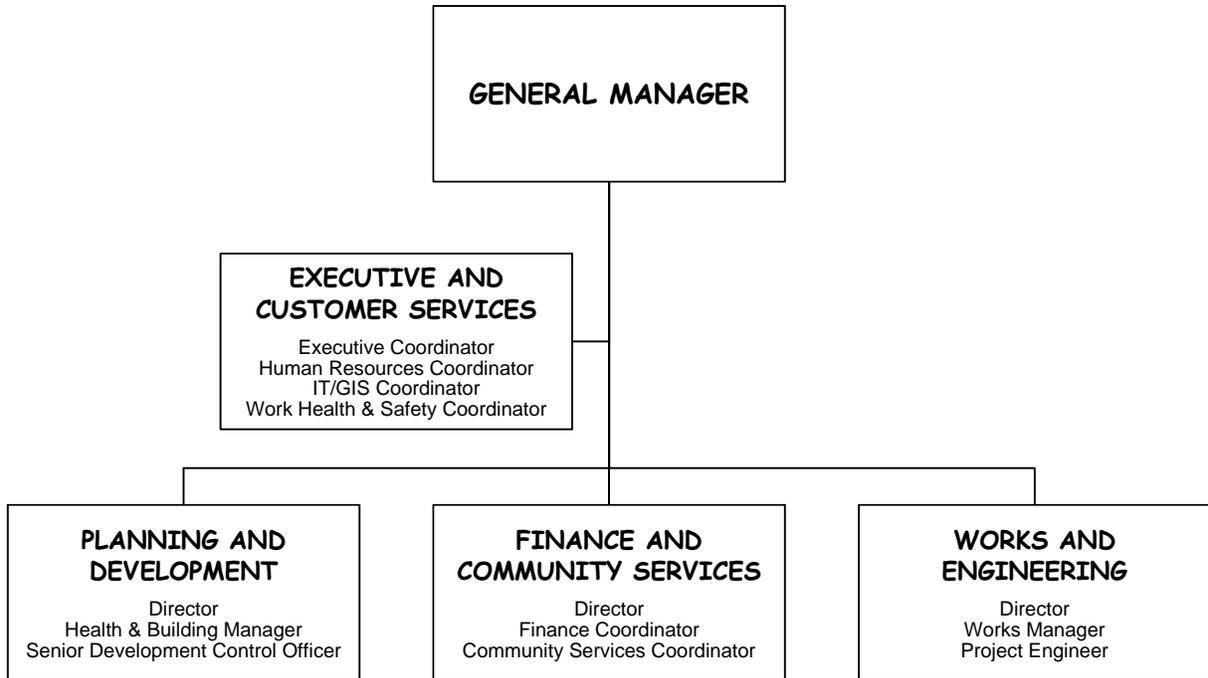
However, we do not want to lose the relaxed rural environment and pace of living we now enjoy. Our identity is key to underpinning the mantra *of life as it should be!*

I congratulate the staff on their achievements during the last year and look forward to working with them, the Elected Council and our Community to achieve priorities identified in the Oberon Local Government Area.

Gary Wallace
Acting General Manager

ORGANISATIONAL STRUCTURE

The Organisation Structure was reviewed by Council and represents the current structure.



Executive Management Team

(Left to Right) Finance and Community Services Director, Lynette Safranek; Acting General Manager, Gary Wallace; Works and Engineering Director, Chris Schumacher; Acting Planning and Development Director, Jaclyn Burns



PLANNING & DEVELOPMENT

Council's Planning and Development Department helps to conserve, protect and enhance the natural and built environment of the Oberon Local Government Area. Council has a primary responsibility of ensuring our sensitive environment is retained and, where possible, enhanced through the application of appropriate building and development controls.

Waste Operations

Our Planning and Development Department has control over Domestic Waste and Landfill Operations in Oberon and the Waste Transfer Stations located at Black Springs and Burruga. Key projects include a major re-development within the Oberon landfill site to incorporate a waste recovery area for recycling in an attempt to reduce the total of entombed waste.



Strategic Planning: Oberon Local Environmental Plan 2013

The implementation of the Oberon Local Environmental Plan 2013 has enabled continued development within the Oberon Local Government Area within areas rezoned for residential and rural residential land use which is a huge step in guiding development over the next twenty years.

Development & Building Control

Generally the development and building control function relates to buildings such as houses, sheds, commercial and industrial developments as well as the subdivision of land.

Development control is a statutory function of the Planning & Development Department and provides a prescribed approval process whereby people submit applications for determination by Council. The Department is responsible for exercising that function and has a duty to ensure that the use and development of land occurs, and is enforced, in the manner that is suitable for area.

Companion Animals

The Department undertakes Companion Animal Management functions and activities, in accordance with the Companion Animals Act 1998 and the associated Regulations.

Council employs two part time Animal Control Officers and we operate an Animal Pound Facility in Oberon.

The pound has capacity to house up to 12 dogs and 10 cats. Residents are encouraged to have their dogs and cats micro-chipped, which is quick, painless, and easy and is the easiest way a pet can be returned home, so it should be top priority for every pet owner.

State of the Environment Report

A Regional State of Environment (SoE) Report has been prepared in partnership with the Central West Catchment Management Authority through the Central West Local Government Reference Group, which comprises the 16 Local Government Areas within the Central West Catchment area.

This SoE Report covers the entire catchment and contains information about environmental issues across the catchment, ranging from water and air quality to noise pollution and bio-diversity.

The Integrated Planning and Reporting system requires that a State of the Environment report is produced every four years, rather than annually as previously required.

Oberon Swimming Pool

Our Planning and Development Department has control over the Oberon Swimming Pool which provides a safe and enjoyable environment to promote and enhance swimming techniques for all ages.



Heritage Advisory service

Council provides a free advice to property owners to encourage the maintenance and conservation of areas of heritage significance within the LGA. The preservation of items of heritage significance at both a state and local level is an important consideration within Councils Development Control functions.

Environmental and Public Health

Council continually operates to meet its obligations under the Local Government Act (1993), Protection of the Environment Operations Act (1997) and community expectations to manage, develop, restore, enhance and conserve the environment.

Council has further obligations as part of the Food Regulation Partnership, the Food Standards and the Public Health (Swimming Pools and Spa Pools) Regulation (2000). Council complies with these obligations by undertaking a program of inspections of Food premises, B&B's, Home-based food premises, domestic waste water disposal units, and skin penetration premises to ensure compliance with regulations and educate the community about relevant regulations.

Council assists local food businesses through access to free online food handling training and advice on premises fit outs. These activities are supported by routine inspections of food and skin penetration premises.

Jaclyn Burns
Acting Planning and Development Director



FINANCE & COMMUNITY SERVICES

There were staff changes during the 2014/15 period: the retirement of long serving Revenue Officer, Denise Toohill, with Leanne Pointon stepping up to perform this role; and the departure of Council's Finance Coordinator and Management Accountant.

These staff changes had put a strain on the Finance Team but they were able to step up to the challenge and ensure that all Council's finances continued and statutory compliance requirements were met in a timely and professional manner.

Community Services



In December 2014, Transport NSW asked all community transports organisations to consider amalgamations, as it would be offering much fewer contracts in 2015. Oberon and Lithgow Community Transport commenced discussions and found that we had a lot of similarities that would make a good match.

In April 2015, Oberon Transport was transferred from Oberon Council to Lithgow Community Transport. Oberon Council Community Services staff co-ordinate the Oberon transport operation and Oberon community members continue to be volunteer drivers, servicing Oberon clients. However, Lithgow Community Transport is responsible for managing funding contracts, setting policies and procedures, and financial reporting requirements for the entity.



Oberon Youth Council



2014/15 was an eventful year for the OYC. They held the inaugural Community Fun Run in March, which saw approximately 50 competitors on a typical Oberon autumn day.



Four Youth Councillors attended the 2015 NSW Youth Council Conference hosted by the Eurobodalla Youth Committee in September 2015. The Conference theme was Create, Collaborate, Change. The Youth Council look forward to sending more representatives to the 2017 Conference to be held in Ryde.



Other activities the OYC hosted during 2014/15 included Seniors Week, the Biggest Morning Tea, Farmers Markets in Oberon and Tarana, Mother’s and Father’s Day Raffles, Music Festival, Disco, School Holiday Activities, and community engagement for the proposed new Skate Park.

Oberon Library

The Oberon Library held the following activities during 2014/15: four sessions of School Holiday Activities; Community Library Survey; Book Week; Library Funding Campaign morning tea; Summer Reading Club in December/January; Library Lovers Cooking demonstration and competition; Wrapped with Love morning tea; Simultaneous Story Time; Museum to You visit; and Margaret Osborn Author Talk to name a few.

Our regular activities throughout the year included the weekly children’s Story Time and Read & Rhyme and monthly Book Club. The Library hosts a Community Display Space where the different groups, including schools, display the wonderful talents. This year saw a large 100 years of ANZACS display with poppy making activities by different local groups.



Oberon Grants

The 2014-15 year saw significant improvements in grant revenue for both operating and capital grants. Guided and informed by priorities set in the Oberon Community Strategic Plan 2014, Oberon Council was successful in securing capital grants across all five future directions.

Local sport and recreation facilities were enhanced by a grant from Sport and Recreation NSW for the installation of a fitness trail at the Oberon Common. The construction of a boat ramp and picnic facilities at the Reef Reserve funded through the Better Boating Program will support passive boating and fishing on Lake Oberon and contribute to Oberon's thriving tourism sector.

For basic services, Council were awarded a grant from the Fixing Country Roads Program to upgrade sections of Sewells Creek Road and Beaconsfield Road to enable access for next generation high performance B Double trucks used to haul logs from the Essington State Forest. This grant offsets a reduction in operating grants received from the Roads to Recovery Programme.

Heritage and cultural grants included a Library Development Grant from State Libraries to extend the Oberon Library. Plans for the extension will be finalised in 2016.

To commemorate the Anzac Centenary a grant from the Department of Veterans Affairs was used to commission the Light Horse Sculpture installed at the Oberon RSL cenotaph.



The Light Horse - Oberon RSL Anzac Centenary Sculpture

A creative ageing grant from the Office of Local Government was used to run a creative welding and bush poetry workshop for seniors with local artist Harrie Fasher and bush poet Brian Beesley.

As in previous years, grants were received to help celebrate both Seniors Week and Youth Week. Oberon Seniors enjoyed a mystery bus trip and a trip to the Premiers Concert in Sydney as part of Seniors Week. Youth Week funding was used for the inaugural Oberon Fun Run organised by Oberon Youth Council an activity that Council are keen to continue in future years.

To help protect Oberon's natural environment a grant was received from the Environmental Protection Authority to construct a community recycling centre for problem household wastes at the Oberon Waste facility. This project will be implemented in 2016.

Lynette Safranek
Finance & Community Services Director



WORKS & ENGINEERING

Strong and sustainable communities that optimise the use of public resources is what residents and rate-payers of Oberon are looking for. As a result, the management of assets and in particular infrastructure assets, is an extremely important component of a Council's function. The planned routine maintenance and resealing or gravel re-sheeting of rural roads within the Oberon Council area is listed below. This includes the combination of both Local Roads as well

as Regional Roads.

The overall objectives for Oberon Council in asset management are as follows:

- To maintain all major unsealed roads to an all-weather access standard.
- To give priority to reconstruction of bitumen roads over new construction work.
- To adopt modern road making techniques and ensure optimum use of resources.
- To grade all secondary gravel roads at least once per year.
- To provide a minimum access standard of a gravelled surface to all existing, dedicated and formed roads which access a property residence.
- To reseal bitumen roads at no more than 12 year intervals.

State Roads

The upgrading of O'Connell Road known as the 'Oberon West Project' approximately 2km outside of Oberon was completed under contract to the Roads and Maritime Services (RMS). This consisted of widening, pavement strengthening, and drainage works. Work completed December 2014 to the value of \$1 million and further work will be completed in the next financial year.

Heavy patching of failed areas of pavement and bitumen reseals, were also completed on several different locations of the O'Connell and Duckmaloi Roads.

Regional Roads

A total reconstruction of 1.8km was completed on the Abercrombie Road. The project was located 12.5km South of Oberon near Murrays Lane. It was supported through an additional 50% funding of \$400,000 from the RMS Repair Program, with the total project being \$800,000.

Local Roads

This year work on Local Roads was extensive, with more work capital construction completed on 1.2km of Campbell's River Road, 600m Hazelgrove Road at Bush Rangers Rocks, and \$1.2 million being spent on upgrading and sealing the last 4km of Mayfield Road.

Local Street bitumen re-seals, Gravel re-sheeting and drainage improvements were completed on several unsealed local roads, including Nunnan's Hill Road, Mozart, Todd's Road, Foga Boga, and Jeremy Road.



“Opportunities are enjoyed through access to safe and efficient transport infrastructure”

Throughout the year Council has maintained a consistent focus on ensuring safe and efficient transport infrastructure is provided. Actions that have been undertaken to support this objective include:

- Councillor attendance at the National Local Roads Congress, to promote the importance of other levels of government providing support to Councils for road infrastructure.
- Lobbying RMS and the NSW Roads Minister for passing lanes on MR558 – Duckmaloi Road and further upgrades of the road on MR253 O’Connell Road.
- Representation at the Australian Local Government Association Annual Conference to lobby the Deputy Prime Minister for continued funding of the Roads to Recovery Program which has subsequently occurred.
- Undertaking traffic counts on local and regional roads to obtain data supporting lobby efforts.
- Working with Regional Organisations of Councils on lobbying State and Federal Government for additional grant funding.
- Assessing applications for higher productivity vehicles on Council Roads, giving consideration to the benefit of allowing higher productivity vehicles, as well as the public safety risks associated with doing so.
- Active participation in RMS Regional Consultative Meetings.
- Advocating for prioritisation of the Tablelands Way corridor strategy which will see further planning strategy action happening through the Centroc Freight and Transport Group.
- Completion of major work on Local Roads and Bridges including reconstruction of 1.5km of Abercrombie, 1.2km Campbell’s River Road, 4km of Mayfield Road and finalising replacement of the Wisemans Creek Crossing catering for bi-directional traffic movement.
- Improvements to Jugiong Street and Ford Street.
- Reviewing requests for road safety improvements through the Local Traffic Committee.
- Application for Black Spot funding for Abercrombie Hill and section of the Abercrombie Road.
- Significant road shoulder and drainage maintenance throughout the Oberon LGA.
- Heavy patching and reconstruction of sections of the regional road network.
- Continued maintenance of sealed and unsealed roads.
- Submission of Grant applications for road safety improvements to RMS and Infrastructure NSW.
- Reviews of transport infrastructure asset and risk management plans undertaken to ensure that value for money services are being provided.
- Participation in the NSW Grain Harvest Management Scheme to try and reduce the total number of heavy vehicle movements on the local road network.
- Condition assessment of bridge infrastructure to ensure safety.
- Repairs to and widening upgrades to Nunans Hill Road.
- Resurrection of Oberon Common Working Party to oversee the development of a future Master Plan and development of the park and wetland areas.
- Investigations and planning works into the viability of widening or replacing the Edith Road Bridge.
- Grant application for RMS REPAIR Program awarded for the road improvements to Edith Road.
- Additional provision for vehicular parking on Fleming & Dart Streets.

- Grant funded 'Better Boating Program – Installation of new boat ramp, toilet and picnic amenities at The Reef.
- Stormwater upgrades and improvements to local town streets improving identified localised flooding areas.



Chris Schumacher
Works and Engineering Director

STATUTORY INFORMATION

Councillor Expenses

Local Government (General) Regulations Clause 217(1) (a1)

Council reimburses the following costs incurred while on Council business:

- Travelling expenses for private vehicle use
- Accommodation, travelling and sustenance whilst attending conferences and seminars
- Provision of a mobile phone for the Mayor
- Provision of an I-Pad for the Mayor and all Councillors.

The total costs associated with Mayor and Councillor Expenses for 2014/15 were \$148,000 made up as follows:

Mayor Fee (excluding Councillor fee)	\$32,813
Councillor's Fees	\$87,187
Councillor Expenses (other excluding fees above)	\$28,000
TOTAL	\$148,000

Councillor Overseas Visits

During 2014/15 no overseas travel was undertaken.

Councillor Interstate Visits

During 2014/15 no overseas travel was undertaken.

Councillor Training and Skill Development

- Councillor Informal Briefing Sessions
 - 15 July 2014
 - 19 August 2014
 - 16 September 2014
 - 21 October 2014

- 18 November 2014
- 16 December 2014
- 17 February 2015
- 17 March 2015
- 21 April 2015
- 19 May 2015
- 16 June 2015

Rates and Charges Written Off

Local Government (General) Regulations Clause 132

The amount of rates written off in the period under review related to the following:

Total Pensioner concession 2014/15	\$136,112.96
LESS: Subsidy reimbursement	(\$74,862.13)
Amount written off by Council	\$0.00
Rates debts abandoned	Nil
Concessions	Nil
	\$61,250.83

Work carried out on Private Land

Local Government (General) Regulation Clause 217 (1)(a4)

During the year ending 30 June 2015 Council made no resolutions under Section 67 of the Local Government Act to subsidise work carried out on private land.

Joint Ventures/Partnerships

Local Government (General) Regulation Clause 217 (1)(a8)

Council did not participate in any corporation, partnership, trust, joint venture, syndicate or other body during 2014/2015.

Legal Proceedings

Local Government (General) Regulation Clause 217 1(a4)

During 2014/15 Council was not involved in legal proceeding for the recovery of unpaid rates, water usage charges and other debt recovery.

External Bodies

Local Government (General) Regulation Clause 217 (1)(a6)

Council delegated debt recovery functions to SR Law during 2014/15.

Companies Controlled by Council

Local Government (General) Regulation Clause 217 (1)(a7)

Council did not hold a controlling interest in any corporations, partnerships, trusts, joint ventures, syndicates or other bodies during 2014/15.

Remuneration Packages – Senior Staff

Local Government (General) Regulation Clause 217(1)(b) and Clause 217(1)(c)

Council employed one (1) senior staff member, as classified by the Local Government Act, at a total remuneration of \$181,849.72 including salaries, private use of a Council vehicle and employers superannuation contribution.

• Total value of salary component of package	\$161,673.92
• Total amount of any bonus payments, performance or other payments that do not form part of salary	Nil
• Total employer’s contribution to superannuation	\$14,777.88
• Total fringe benefits tax for Council vehicle	\$5,397.92
TOTAL	\$181,849.72

State of the Environment

Local Government Act 1993 S428(1)

Information on the environment can be found in the 2014/15 State of the Environment Snapshot included as an Appendix.

Companion Animals Act and Regulations

Local Government (General) Regulation Clause 217 (1)(f)

The Oberon Council undertakes companion animal management functions and activities in accordance with the Companion Animals Act 1998 and the associated Regulations.

Further information can be found in the Planning and Development section of this Annual Report.

Public Interest Disclosures (PID) Act 1994

PID Act 1994

Council is committed to the objectives of the Public Interest Disclosure Act 1994 and encourages the disclosure of any instances of corrupt conduct, maladministration, serious and substantial waste and government information contravention.

In accordance with the Act, Council’s Internal Reporting Policy (as required by PID Act 1994) establishes guidelines for the reporting and management of Protected Disclosures. For the reporting period ending 30 June 2015, Oberon Council received **NIL** protected disclosures.

Contributions and Donations – (Section 356 of LG Act 1993)

Local Government (General) Regulation Clause 217 (1)(a5)

Under Council’s Community Grants Program, Council allocates funding to various organisations and community groups that make annual requests. In 2014/15 a total of \$25,357 was made available and provided as follows:

Civic Requests	\$
Black Springs Public School	200
Burruga Public School	200
Oberon High School	200
Oberon Public School	200



O'Connell Public School	200
St Joseph's Central School	200
RSL Sub Branch Memorial/Museum	450
RSL Sub Branch Memorial	304
Oberon Showground Trust	898
Oberon Masonic Centre	430
Oberon Council Staff Social Club	3,000
Country Women's Association of NSW	100
Oberon Show Society	1,500
Western Regional Academy of Sport	275
Community Requests	
Friends of Oberon Library Inc.	700
Oberon Men's Shed	1,000
Oberon Heritage & Collectors	5,000
Bathurst Harness Racing	600
CHOICE – Genr8 Ministries Sub-Committee	1,000
Oberon Netball Club	500
Evans Community Options	1,000
Lifeline Central West Inv.	500
Central West Life Education	1,000
Oberon Junior Rugby League	500
Oberon Tigers Rugby League	1,000
Black Springs Public School	1,000
Burruga Public School	900
Oberon Junior Hockey Association	500
Can Assist Oberon Branch	500
Oberon United Football Club	500
Industry Links Inc.	500
Robey Centre Social Club	500
TOTAL	\$25,357

In addition to the Community Grants, Council allocated in-kind contributions to the following Community Groups:

Oberon Golf Club	5,000
Oberon Golf Club	15,000
Oberon Tennis Centre	5,000
Oberon Heritage & Collectors	5,000
TOTAL	\$30,000

ATTACHMENT 1

OBERON COMMUNITY STRATEGIC PLAN 2014

- Community Strategic Plan 2014
- Delivery Program
- Operational Plans
- Resourcing Strategy
- Long Term Financial Plan
- Workforce Management Plan

ATTACHMENT 2

2014/15 STATE OF THE ENVIRONMENT SNAPSHOT

ATTACHMENT 3

2014/15 AUDITED FINANCIAL STATEMENTS