

The Yarra Riverkeeper Association

Annual Report
2020



CONTENTS

The Yarra Riverkeeper Association	4
Message from the President	8
Riverkeeper's Report	10
Message from Ian Wong	12
Message from the COO	13
Staff, Volunteers & Projects	14
Staff	16
Volunteers	20
Projects	22
Digital Communications	32
Financial Report	36
Governance	44
Fundraising	46
Knowledge	48
Committee Reports	50
Patrons & Supporters	54

Yarra Riverkeeper Association Incorporated
Annual Report 2019-20
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Catchment 2019

Acknowledgment of Country

The Yarra Riverkeeper Association acknowledges that the lands and waterways of the Yarra Catchment and beyond, are the unceded territories of the Wurundjeri Woi-wurrung people. We pay our respect to their Ancestors, who cared for Country since time began, and to all Wurundjeri Woi wurrung community, to all the Kulin Nation, to all Traditional Owners, who continue to speak and care for their Country. We acknowledge that the river now called the Yarra has always been known as the Birrarung by its custodians.



The Yarra Riverkeeper Association

“Find a place on this earth that is meaningful to you and protect it.”

- Richie Garrett,
Grave digger, and early
Waterkeeper advocate

The YRKA

Who are we?

The Yarra Riverkeeper Association Inc speaks for the Yarra (Birrarung), Melbourne's own beautiful, resilient, iconic river. The Association is the credible and authoritative voice for the river. It is an independent community of citizen-advocates that works solely in the interests of the river. The spokesperson of the Association is the Yarra Riverkeeper, and the Riverkeeper boat is permanently moored in the Yarra and patrols the river.

We educate about the river and advocate for the Yarra: for green spaces, for water quality, for biodiversity, for the birds, animals, insects and reptiles along the river, for good planning decisions, for the tributaries, for the parklands, for appropriate recreation; and for an understanding of our river and its role in the life of the city of Melbourne and the Yarra Valley. We promote research and an improved understanding of our river. We work to discover new ways of improving management of the river. We run on-ground weeding and planting programs and litter clean-up programs. We host seminars and run workshops. We advocate to governments and we educate the community. We tell the story of the river.

The Yarra Riverkeeper Association was incorporated in 2005 and is part of the Waterkeeper Alliance of more than 200 waterkeepers worldwide.

Our Vision

Our Yarra:
Healthy,
Protected
and Loved

Our Mission

To protect and restore
the Yarra River and its
tributaries, from source
to mouth, for
current and future
generations.

Our Objectives

- to be an effective, independent public advocate for the Yarra River and its tributaries
- to provide a unified voice, representative of the community, in relation to whole-of-river issues
- to identify, create and implement initiatives that will protect and restore the Yarra River and its tributaries
- to build and foster relationships with all stakeholders
- to ensure integrated management founded upon stewardship
- to build and make publicly accessible knowledge relating to the Yarra catchment
- to celebrate the ecological and social value of the Yarra River and its tributaries
- to establish a realistic funding base that can support projected activities.

President's Message



Warwick Leeson OAM

Chair & President

Wow! What a year.

When I was elected President on 21st January this year, Australia was still four days away from having its first COVID 19 contaminated person in the country. Despite the tribulations associated with the lockdowns in Victoria and Melbourne in particular, the Yarra Riverkeeper Association has had another successful year.

We have been able to increase our membership significantly, to expand our staff numbers and their functions, and we have maintained a strong advocacy role on behalf of the River. The downside is that we have been restricted in hosting community events and participating in community engagement.

Without doubt, the most exciting news for us for this year is our acquisition of a new Riverkeeper boat; it is electric-powered, meaning it will not be contributing to pollution of our River through leakage discharge of fuel or oils.

We thank our generous benefactor for their exceptional support, and we respect their wish to remain anonymous.

I am pleased to announce that, from tonight, our organisation has a new CEO, Karin Traeger; Karin will be taking over this role from Andrew Kelly. Karin's appointment will significantly free up our Riverkeeper to focus on his key strength; advocating on behalf of our River, without the day-to-day distractions of administering the office and staff.

However, I want to record my personal and the Board's strong appreciation of Andrew's tireless commitment, especially for all those years when he was both Riverkeeper and CEO.

Karin has already made a mark on the technological output of our office and, with our other staff, have superbly positioned the organisation to maximise our influence in an increasingly focussed social media world.

Birrarung Council

Both Andrew Kelly and I, as appointees to the Birrarung Council, continue to contribute to the development of the Yarra Strategic Plan; the COVID lockdowns have impacted on almost every organisation in Melbourne and, as a result, the release of the draft Yarra Strategic Plan has been pushed back until early 2021.

Board

Despite our inability to meet face-to-face, the Board can boast of having had an extremely productive year; there is not a single Director who has not now mastered Zoom meetings.

I want to acknowledge the inspirational commitment of all Board members; they have made enormous sacrifices of time and provided terrific expertise.

Board sub-committees

Our sub-committee structure continues to work well. We have four sub-committees, and each committee has members who are not directors and who contribute enormously to the activities of the committee in between meetings. Our thanks to those sub-committee members.

Our committees and their chairs are:
Advocacy, [Janet Bolitho](#);
Membership and Community Engagement, [Ian Wong](#);
Resources, [Gillian Jervis](#), Treasurer; and
Governance, [Warwick Leeson](#), President
If you have relevant experience and would like to be considered for one of the Committees, please email Ian on ianw@yarrariver.org.au.
Thank you.

The Yarra Riverkeeper Association is going from strength to strength. This is largely due to the energetic, informed, and passionate efforts of our Riverkeeper, Andrew Kelly. Our congratulations and our ongoing thanks to Andrew.

The Associations' ongoing success is also due to our hard-working and passionate staff. We thank them all and have every confidence in their ability to progress the YRKA aims.

The good work of our team depends on the support of our members and volunteers. Unfortunately, the lockdown restrictions have curtailed the usual volunteer activities.

Of course, all our activities depend on funding and in-kind support. So, to our members, donors and sponsors our extended and ongoing thanks – whether they contribute money to pay our staff, or (for example) lend us kayaks for litter collection volunteers to use. Our generous donors and sponsors are listed in the Report.

Lastly, my personal thanks to my fellow Board members, Andrew Kelly (as Riverkeeper, deputy Chair and outgoing CEO), Sally McPhee (Secretary), Gillian Jervis (Treasurer), Janet Bolitho and Ian Wong (who had been on leave from the Board). Each board member gives substantial time, expertise and effort to the Association. Even so, Gillian, as our Treasurer, deserves extra thanks, due to significant complexities of her role.

And, especially, thank you, our members, for your passionate interest in the River. Please join us in fulfilling the Association's vision, namely Our Yarra; healthy, protected and loved.

Warwick Leeson OAM, President YRKA.

Riverkeeper's Report



Andrew Kelly
Yarra Riverkeeper &
Vice President

The financial year 2019-20 has been yet another big year for the Yarra Riverkeepers. I seem to say that every year. Of course, it has been a big second half of the financial year for Victoria with Covid 19 – a year like no other. That has been so dominant that we tend to forget that there were six months or so of the financial year before we heard of Covid. The year falls into two halves. Pre-covid was the time of Ian and Nikki and Anton. The second half was the time when Karin Hermosilla Traeger came on board as Operating Officer, and our team doubled in size, thanks in good part to the Federal Restoration Grant. Our team is now Karin, Kristin, Jonathan, Tom and Anthony.

The first half came to a culmination with the launch of the two reports 'Litter and Flows' and 'Polystyrene Pollution' in February, and with the launch of the Yarra Atlas. These were three significant pieces of work. We also launched our video – please have a look at it on our website under resources. The reports on litter were the culmination of three years of work by Dr Nicole Kowalczyck. They were bold new thinking in litter research. There is

plenty to learn about litter reports, but the key finding is that the largest item of litter in the Yarra (and I suspect in all our waterways) is polystyrene. It is 50%, and it mostly comes from building sites, shopping centres (loading bays in particular), retail strips (bulging bins out the back) and warehouses. Messaging has, in the past, targeted the consumer as the source of litter and behaviour change as the solution. Nikki's report exposes that what we need to control litter are better policy, better industry practices and better enforcement.

Then there is the Atlas. I now log on almost every day. It is a bold and innovative piece of work for a community not-for-profit. It has the potential to be a powerful tool. It takes a little time working with it to see all of that potential. Jonathan is working on getting the funding to streamline the user experience. My thanks to Birgita and the team at Federation University. Thanks for your patience with us. And my thanks to Anton – our Atlas Officer till March this year!

Covid struck at about the time we had a major change.

I do want to take this opportunity to thank Ian Wong, who steered us into the transition we made at the start of 2020. Ian was our Executive Officer in the first half of this year. He squeezed time out of his busy schedule to fulfil this part-time role. His work was quite transformative, not least bringing Karin on-board. Ian has stepped away from the board temporarily to manage the family during the Victorian lockdown. I look forward to him returning to the board.

Karin picked up on Ian's work and took us further into the digital space. It has been strange times, and many a not-for-profit has hunkered down for the duration. But not the Yarra Riverkeepers under Karin, as

Chief Operating Officer. She has welded the group into a coherent team through the digital tools of Monday.com and Slack. There are daily meetings of the team and fortnightly ops meetings. There has been a suite of digital presentations online of toolkits and events. The restoration grant program has been jugged and rejugged again in response to changes in regulations. It is going strongly, though. The time has allowed us to sharpen and refine our planning. It is exciting not only to be researching and advocating but to have the prospect of getting plants in the ground and starting more wilding of the Yarra by building ecological continuity along the corridor.

Advocacy is the key part of the Riverkeeper's work. We have been writing a steady flow of submissions. Writing submissions always enriches our understanding. I am on the EPA Community Reference Group. An exciting commitment over the past year has been being part of Melbourne Waterways and Drainage Charge Customer Council. It may sound bureaucratic, but if there aren't funds to spend on our waterways, then they will not improve. They will deteriorate. The key element of advocacy has been the progress of the Yarra Strategic Plan. The Yarra Strategic Plan is the continuation of our work with the Yarra River Protection (Willip-gin Birrarung murrn) Act. We were the catalyst for the Act, and it has been a dominant part of my work as a riverkeeper. The Yarra Strategic Plan has been a slow dance with steps forward and backwards. We had the Yarra Strategic Plan Planning Panel in May. The Wurundjeri Woi wurrung Tribe Land Council did a stunning presentation to the panel, demanding that there be a better plan and that we need to allow the time the plan requires. I am an advocate, so I ask you if you get a chance, maybe send an email,

thanking your local member for our Act. It was passed unopposed. I would like to thank Janet Bolitho, the chair of the advocacy committee, for all the strong work she does on advocacy, and I thank my colleague on the Birrarung Council, our president Warwick Leeson.

So that is pretty much a wrap, all that is left is one of my most important tasks which is to thank all our board members. Thanks Sally, for being our secretary and, though it is difficult to single anyone out, a particular thanks to Gillian, our treasurer. That role is a lot of work. Thank you to our terrific smart, digitally adept, staff: Karin, Tom, Anthony, Kristin and not least of all Jonathan. Thanks to our magnificent volunteers and interns.

Letting the credits roll: I acknowledge all our funders, in particular Melbourne Water, who I work particularly closely with, and the Federal Restoration Fund, which made our transformation possible.

Andrew Kelly,
Vice President and Yarra Riverkeeper

Message from Ian Wong

The previous Executive Officer



Ian Wong
Board Director

FY20 was an exciting year of transformation for the YRKA, and it was certainly interesting and invigorating to take part in this transformation as the Executive Officer. From July 2019 to April 2020, I took a leave of absence from the Board of Directors for the YRKA and developed and took on the role of Executive Officer. The Riverkeeper and the Board felt that to allow the YRKA to scale our impact that we needed to expand and strengthen our operational capability. During this time, it was great to work with Andrew and the Board to develop the vision of Stewardship for the Yarra River, and to pivot our organisation to align to this vision.

Through the YRKA's continuing advocacy with all levels of Government including the Commonwealth, the YRKA was invited to apply for a grant from the Environmental Restoration Fund which provided an opportunity to work towards the vision of Stewardship for the Yarra River. I took pride in the work that our team did in successfully applying and being awarded a grant from the Australian Government. This allowed

us to strengthen the operations of the YRKA to allow us to pursue our vision. Towards the end of my time as Executive Officer, we developed the structure for the organisation to be able to embark on this undertaking and hired our current wonderful team. In addition to this, we assessed and brought on partners to provide us both Human Resources and Financial Accounting services to ensure that we had the right administrative capability to support our team.

It is wonderful to see how much we have accomplished in the last year with respect to establishing our vision for Stewardship of the Yarra River, and the acquisition of the capabilities to allow us to deliver on the vision. I am excited by what the future holds for the Yarra Riverkeeper Association and for our beautiful Yarra River.

Message from the COO



Karin Traeger
Chief Operating Officer

Firstly, I would like to express my gratitude for being allowed to take the Yarra Riverkeeper Association into this new journey. While 2020 has shown many challenges for the environmental nonprofit sector, particularly in Victoria, the organisation has been able to grow, adapt and demonstrate potential on its mission. This would not have been possible without the excellent work from our fantastic new team, volunteers and interns that joined us this year.

In less than four months, we employed five new staff members, including myself. We started our new Volunteer and Internship Programs, creating a new relationship with Monash University and the University of Melbourne. We hope these new partnerships will strengthen our capacity for research on our local catchment and the habitats depending on its health. When protecting high-risk ecosystems, knowledge is the foundation for advocacy work. As we move forward, we expect many more students will bring value to our natural environment, particularly our Yarra River. We thank our educational partners for facilitating this opportunity growing Stewardship for our Yarra.

We have also welcomed new partnerships with organisations like Wildlife Victoria, and our new Associate Partner, Environmental Education Victoria. As education is the crucial foundation to create awareness and respect for nature, engaging with organisations like EEV will bring the connection of our Yarra closer to the next generations. We thank the many like-minded organisations and individuals that support our work, helping to protect and advocate for our environment.

While the challenges have been clear for many of us, opportunities in innovation have also arisen. We say goodbye to the FY19-20 with a brand new website by Digital Next. The new platform will allow us to grow our presence within the digital space and increase our fundraising potential. Additionally, we have engaged with Progressive PR Communications, a communications agency which has developed a communication strategy. In the short period of implementing the new social media guides, the organisation has increased its profile within the younger population. This new look has come with the release of our digital events, as a way to pivot while managing the uncertainty behind restrictions and social gatherings. While we love seeing our communities together in real life, we have been able to reach a broader audience. We will continue to provide digital resources in the future, and we cannot wait to see how we bring inclusivity into the picture.

Lastly, I would like to thank all our members for their tremendous support, especially in these unpredictable times. Without you, our work would not be possible. From the bottom of my heart, thank you. I cannot wait to see the incredible things the next year will bring for our Yarra.



Staff, Volunteers & Projects

"I want the Yarra River and catchment to be known as a prime, world-renowned example for sustainable and community-centric river management practices."

- Yasheshwini Ramesh

Staff Bios



Andrew Kelly
Yarra Riverkeeper & CEO

Andrew Kelly is the Yarra Riverkeeper and is the spokesperson for one of Melbourne's most iconic natural icons, The Yarra River. Patrolling the river by boat, Andrew gets to consistently admire and observe the wonders of the Yarra, both natural and man-made. He regularly features in news articles, radio and podcasts as Melbourne's foremost expert on the Yarra and frequently contributes his passion and expertise to strategic planning and policy development panels.

Andrew helped build an organisation with a reputation for both on the ground work of environmental stewardship and water quality protection, as well as advocacy and educating the public. In addition, he serves as the organisation's figurehead on a global scale, contributing to the International Network of Rivers and Global Waterkeeper Alliance. A true advocate, he sits on the Birrarung Council, an expert panel of stakeholders dedicated to being the 'voice of the Yarra'.



Jonathan Law
Partnerships Manager & Knowledge Officer

Having navigated both concrete and green jungles, Jonathan is responsible for partnerships, supporters, grants and pitching project plans and educational opportunities for YRKA. In addition, he is the point of contact for relevant government and council bodies, and is perpetually networking to extend and expand the reach of the organisation's work.

He coordinates the internship program and liaises with universities, schools and Think Tanks to ensure the education of the Yarra covers a wide range of disciplines.

Currently, he sits on the Our Future Cities Committee, an innovative Think Tank that empowers young professionals and university students to apply the United Nation's Sustainable Development Goals in an urban setting.



Karin Traeger
Chief Operating Officer

Originally from Chile, Karin is our head of operations and is responsible for overseeing the management and implementation of our ecological restoration works, as well as the strategic direction as a respected environmental body.

Particularly passionate about aquatic life and fisheries protection, Karin previously worked at Melbourne Seafood Market as the Sustainability Manager and at the Great Barrier Reef as a Divemaster.

During her spare time, she trains as an ultra-marathon athlete and has founded the globally recognised group, The Plastic Runner, facilitates plogging events to create environmental awareness in local communities

Karin is one Victoria's most recognised public eco-heroes and her significant contribution to environmental protection both locally and internationally has been recognised by many distinguished outdoor commercial brands.



Kristin Charlton
Admin Assistant & Social Media Coordinator

Originally from Western Australia, Kristin's love for rivers and nature was fostered through growing up along Perth's own natural icon, the Swan River. Kristin makes sure the office is a well-oiled machine, coordinates volunteers and tends to all things member-related.

Kristin plans and delivers our online and social media content, keeping the public well informed about environmental disturbances

and the beautiful native plants and animals found on the Yarra River.

Outside of keeping our amazing members and community well-informed, Kristin enjoys field-hockey, exploring Victoria's beautiful parks and adopting as many plant children as possible.



Tom Frawley
Stewardship Officer

As our resident agriculture expert, Stewardship Officer Tom brings a wealth of knowledge for all things green and environmental. He is a familiar face as our main host for most of the YRKA's webinars.

Working on various farms in the past, Tom applies his cultivation knowledge by assisting in re-stewarding the Yarra Riverbank's natural habitats. Tom is

responsible for weeding and planting execution, promoting biodiversity and ensuring vegetation is optimal for the entire ecosystem's health.

In his spare time, Tom enjoys reading, tap-dancing and golf. Tom is the proud owner of many indoor plants, and his budgie Norman is a regular attendee at YRKA meetings.



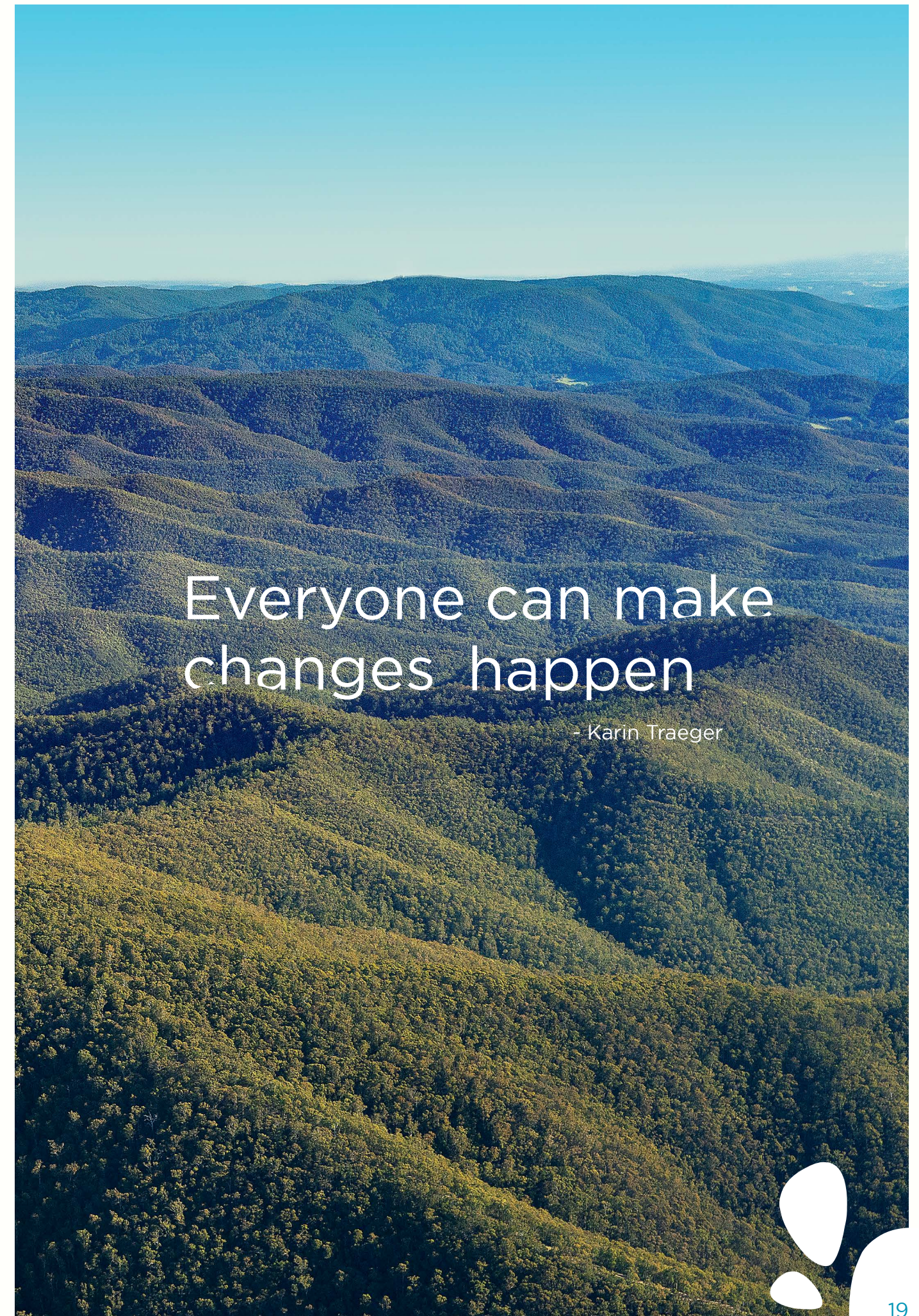
Anthony Despotellis
Litter Officer &
Graphic Designer

Anthony is our passionate and dedicated Litter Officer, and is responsible for reducing the amount of litter and improving the water quality in the Yarra catchment. This work is essential in maintaining the integrity of the water quality within the Yarra,

He is Co-Manager of our citizen science platform and environmental database, the Yarra Atlas, reporting on

environmental disturbances such as litter clusters and pollution spills

Holding a Bachelor of Industrial Design, he is a talented graphic designer, contributing to the organisation's promotional and highly commended educational materials through his artistic vision. Anthony also runs a self-founded business 'Remedy Art', painting street art murals all over Melbourne.



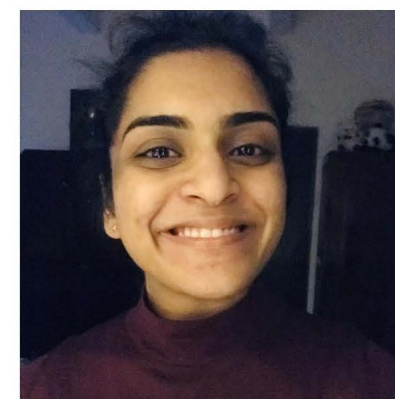
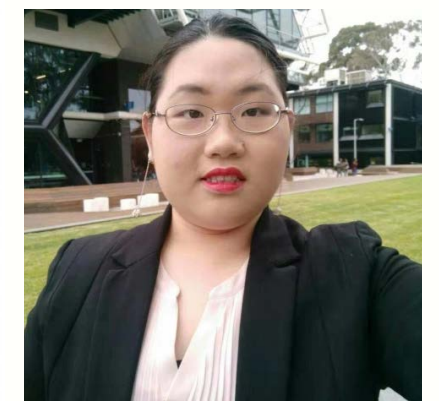
Volunteers & Interns

THANK YOU!



From left to right:

Sebastian Pivet, Neha Shetty, Akshayaa Pasupathi, Alex Earnshaw, Matt Shepherd, Valentina Meza, Yasheshwini Ramesh, Rishabh Choudhary, Nicola Mackenzie, Ruby Tucker, Qian Li, Sofia Enrigue, Clare Vernon, Kylie Patterson, Christine Slade, Manogna Reddy Lankapotu, Lachlan Peace



Litter Work



Dr Nicole Kowalczyk
Education Officer & Researcher

Litter and FLOws

The ‘Litter and Flows’ project helped gain a deeper understanding of the pathway of litter into the Yarra and subsequently into Port Phillip Bay. Further, the project aimed to quantify the volume and describe the composition of litter in the Yarra River. Quantitative and qualitative litter data was obtained through: 1). Bandalong litter trap audits, 2). Microplastic trawls in the Yarra and Maribyrnong Rivers, 3). Community/School clean-ups along the Yarra. Over the course of the Litter and Flows project 5,051 participants were involved in the Yarra Riverkeeper litter education program. Approximately 8000 kg of waste was removed from our waterways with community contributing approximately \$187,000 of in kind support in clean-up efforts. Each litter audit method delivered different results in terms of litter composition. However, overall, by volume, polystyrene and plastic food packaging were found to be the dominant litter items in the Yarra.

River Blitz Project

Vacuum Works

The Yarra River Blitz program greatly reduced the amount of litter, particularly microplastics, within the Yarra and Maribyrnong Rivers and prevented millions of litter items from escaping into the Bay. Between April 2018 and February 2020, using the innovative boat mounted vacuum system,

approximately 38, 000 kg of waste were removed from the reed beds, rock walls and riverbanks of the lower Yarra and Maribyrnong Rivers. Over 30 litter hotspot sites were identified with expanded polystyrene, plastic food packaging and plastic bottles consistently comprising the bulk of captured litter. Highest litter loads were found upstream of the city, particularly between Punt Rd Bridge and MacRobertson Bridge. This stretch of the river has the highest concentration of reedbeds in the lower Yarra and hence captures vast quantities of litter, especially expanded polystyrene.

Community Events

Over the course of the Blitz project over 700 volunteers participated in the community clean-ups events and showed great enthusiasm in rolling up their sleeves, jumping on board kayaks and canoes and revitalising our rivers. Community collected over 1,500 KG of rubbish with a sample of this rubbish audited to provide a greater understanding of sources of litter in the Yarra and Maribyrnong. Community contributed approximately \$80,000 of in-kind support assisting with many aspects of the project including litter collection, litter audits, event management, and event promotion. The events have seen over 30 organisations come together for the positive cause of protecting our waterways and wildlife. The Blitz project was recipient of the Keep Victoria Beautiful ‘Clean Waterways and Beaches’ award late 2019.



Images by YRKA

To read our reports go to:
yarrariver.org.au/reports/

Polystyrene Pollution Project

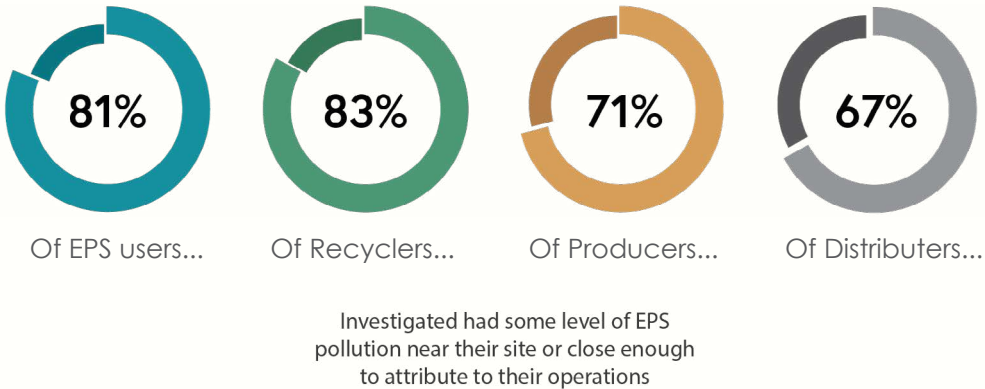
Over the course of the Yarra Riverkeepers involvement with litter projects along the river, polystyrene has consistently been found to be the highest littered item. Being both a light weight and brittle material, means that the ecological impacts of polystyrene, which can unfold gradually over time, can be widespread and devastating for the River and Port Phillip Bay.

This project aimed to identify potential sources of polystyrene, particularly expanded polystyrene, pollution along the inner city and suburban reaches of the Yarra River.

The study found that over 80% of field observations had some level of polystyrene leakage. These results suggest that polystyrene leakage is widespread and prevalent within every industry that manufactures, distributes, handles and/or uses the material. While the analysis identified that the retail industry, which uses polystyrene in white goods, brown goods and general packaging, is likely to be a major contributor of polystyrene pollution, the construction and building industry is, collectively, likely to also be a significant source.

EPS 2.0

We hosted a live online webinar to discuss Phase 1 of the Polystyrene Pollution project, which was attended by over 150 people. The webinar also served as a way to communicate our success in securing a grant from DELWP to begin phase 2 of the project. Phase 2 of the Polystyrene Pollution project will continue the investigation into the sources of EPS pollution over time, bring citizen science opportunities to connect with the Yarra Catchment Atlas and form the base for future reduction strategies.



The Yarra Atlas



Anthony Despotellis

Litter Officer &
Atlas Co-manager

The Yarra Catchment Atlas finally launched after three years of hard work, consultation and organisation to refine the concept and produce the amazing tool we have now.

The Yarra Catchment Atlas is a Yarra River focused online database that houses information from community groups, government agencies, and government entities. It is a centralised database that will allow for better analysis and accountability of the stakeholders who engage with the Yarra on a daily basis.

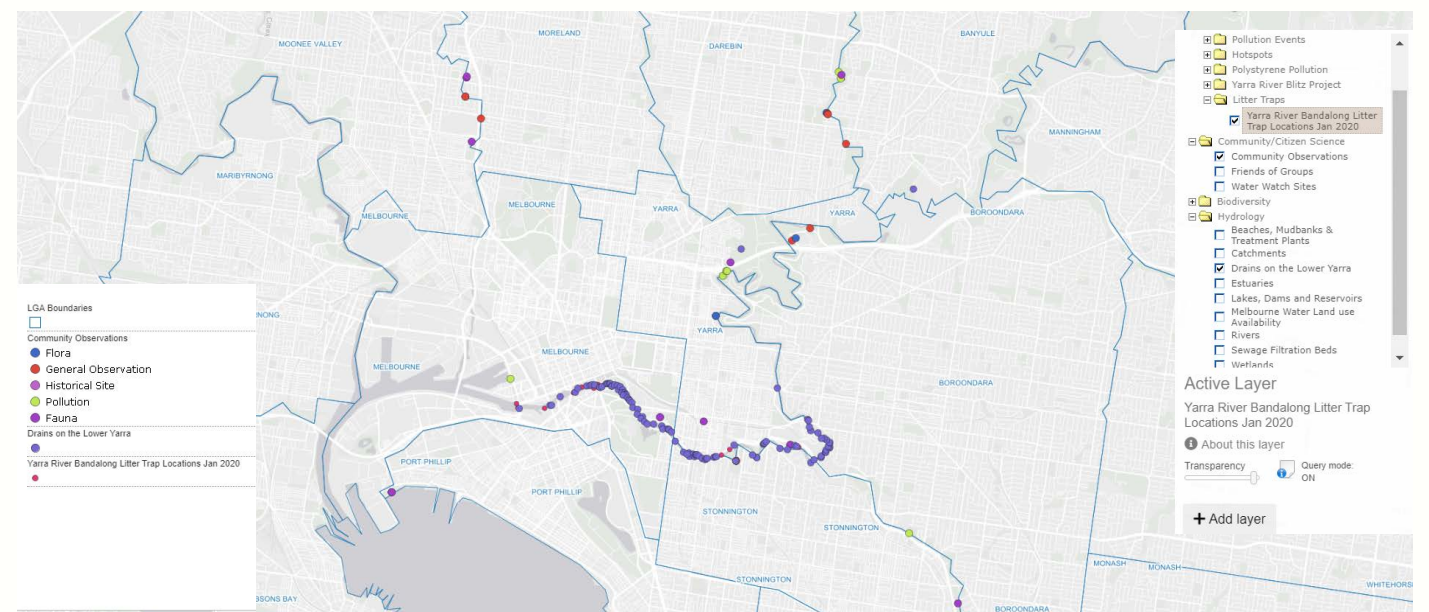
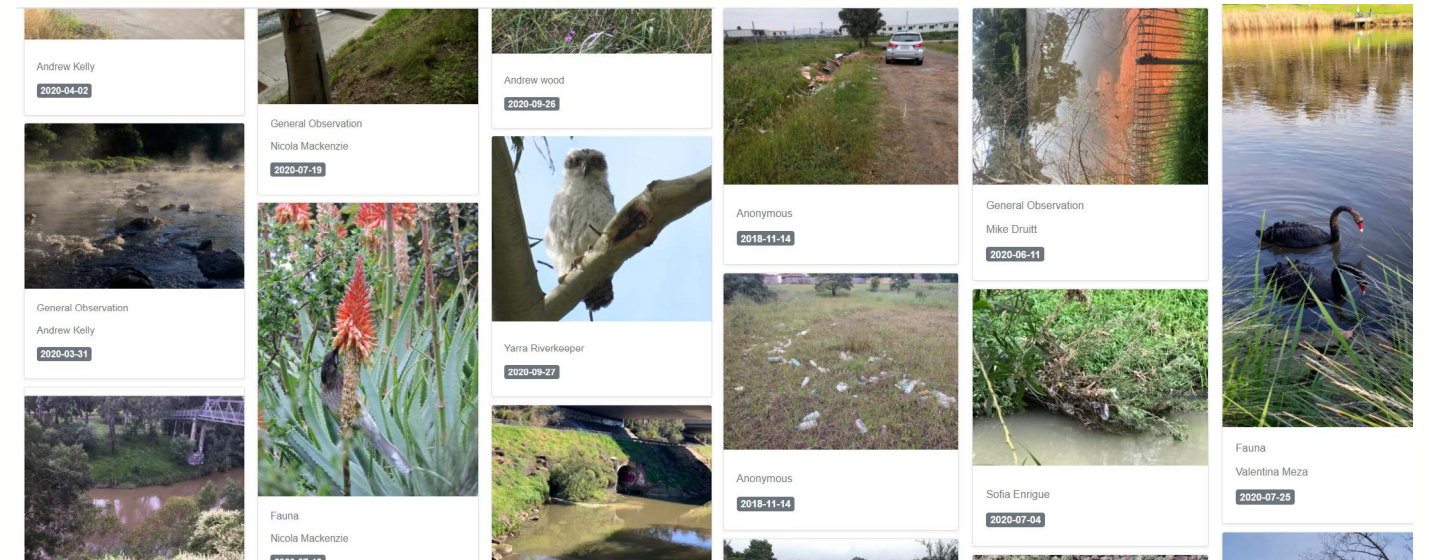
The three main features of the Yarra Atlas are:

- The submission tool, which lets the public enter litter, flora, fauna and general observations to the map.
- The gallery, where all of the community submissions are viewable,
- The mapping, where all of the data layers may be freely interacted with and customised, and the search function can be used to find more specific data.

This year Anthony and Tom have also taken over the management of the Yarra Catchment Atlas from Anton, and are already planning to continue on with the great work that was done to complete it. We are bringing new features to the Atlas, like pollution reporting capabilities for EPS, and creating material and awareness to drive contributions.

There have been 38 community contributions so far, which continue to add an up-to-date feel and complement the numerous data sets recorded from our projects, events and wonderful supporters and friends.

Photos in the YCA gallery

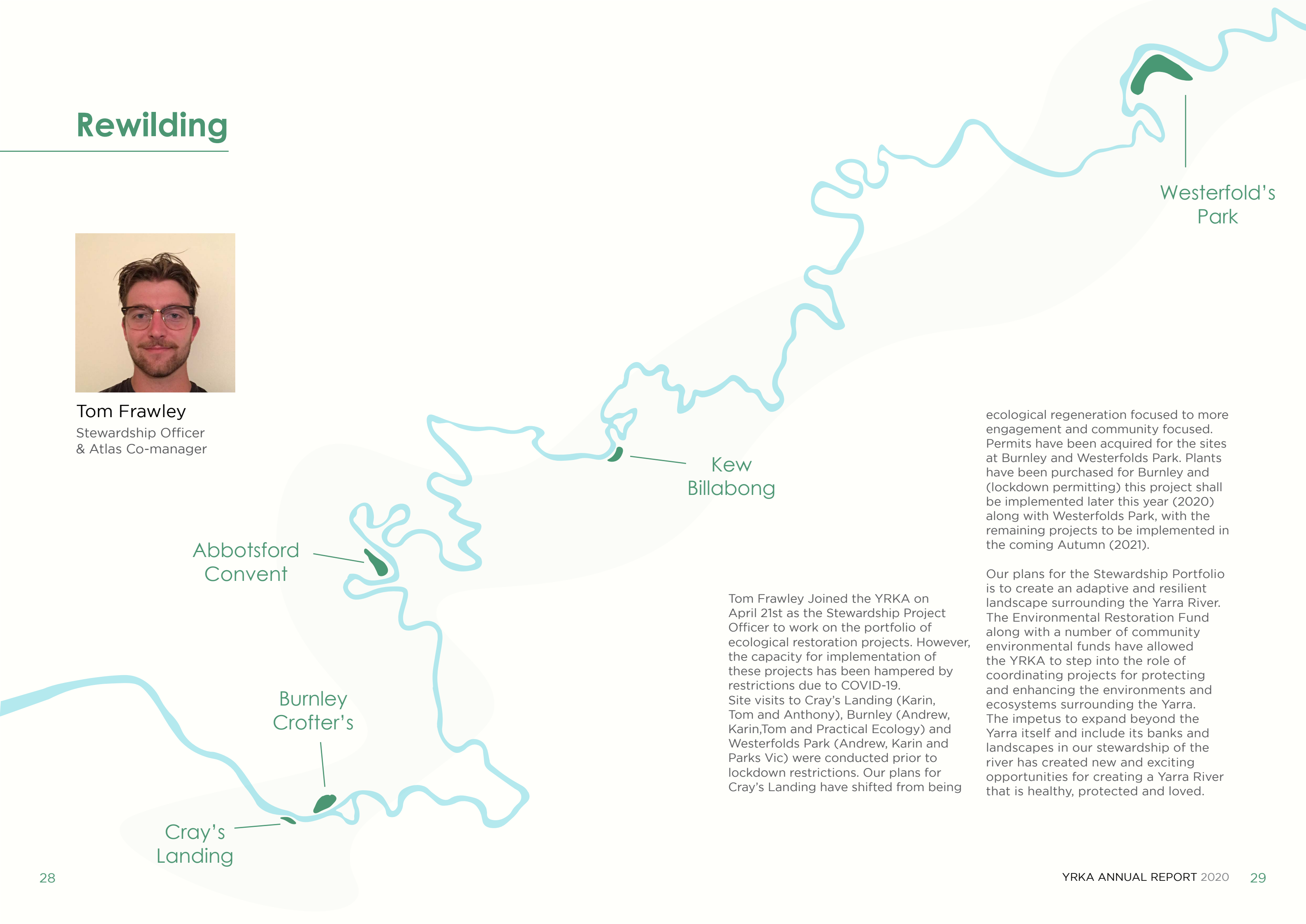


A screenshot of the YCA's mapping function

Rewilding



Tom Frawley
Stewardship Officer
& Atlas Co-manager



Westerfold's
Park

Kew
Billabong

Abbotsford
Convent

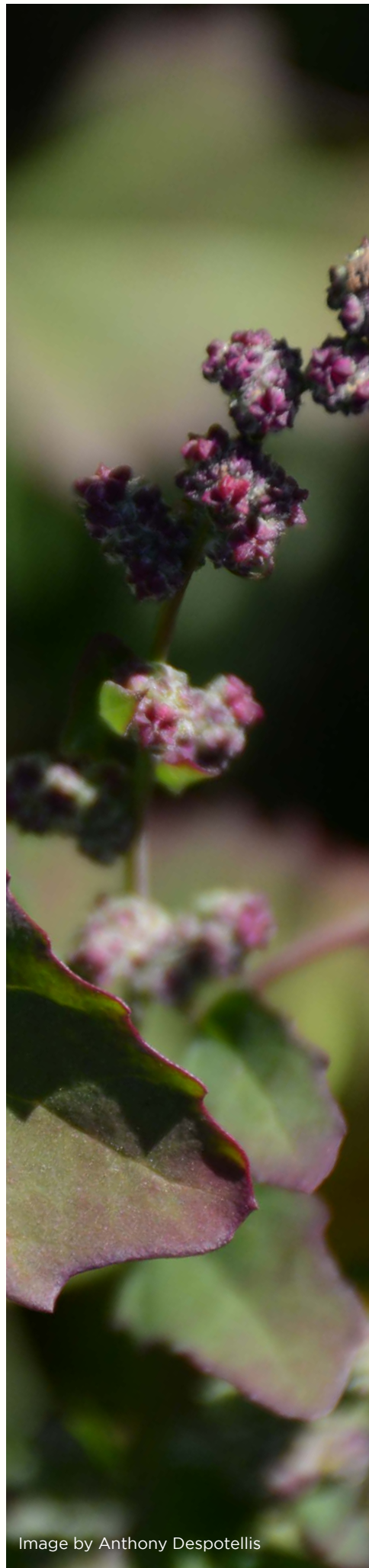
Burnley
Crofter's

Cray's
Landing

ecological regeneration focused to more engagement and community focused. Permits have been acquired for the sites at Burnley and Westerfolds Park. Plants have been purchased for Burnley and (lockdown permitting) this project shall be implemented later this year (2020) along with Westerfolds Park, with the remaining projects to be implemented in the coming Autumn (2021).

Tom Frawley Joined the YRKA on April 21st as the Stewardship Project Officer to work on the portfolio of ecological restoration projects. However, the capacity for implementation of these projects has been hampered by restrictions due to COVID-19. Site visits to Cray's Landing (Karin, Tom and Anthony), Burnley (Andrew, Karin,Tom and Practical Ecology) and Westerfolds Park (Andrew, Karin and Parks Vic) were conducted prior to lockdown restrictions. Our plans for Cray's Landing have shifted from being

Our plans for the Stewardship Portfolio is to create an adaptive and resilient landscape surrounding the Yarra River. The Environmental Restoration Fund along with a number of community environmental funds have allowed the YRKA to step into the role of coordinating projects for protecting and enhancing the environments and ecosystems surrounding the Yarra. The impetus to expand beyond the Yarra itself and include its banks and landscapes in our stewardship of the river has created new and exciting opportunities for creating a Yarra River that is healthy, protected and loved.



Weeding Toolkit

To provide a more inclusive approach to running community restoration events funded by the ERF, we came up with the idea to create some visual toolkits to have at the events to facilitate learning and provide a more complete experience. The idea soon evolved and we saw an opportunity to produce a set of toolkits that when put together, provide a unified snapshot of life around the river.

Anthony and Tom worked closely to produce the first of a series of educational toolkits. First up, was the YRKA Weeding Toolkit which intends to help the general public learn about weeds and to go hand in hand with out restoration events.

We decided to keep the initial release to a few weeds in order to get feedback and then improve on the content and design of what we were putting together. They are simple to start with, but over time will build and join them together to create a wholeistic guide to the life big and small of the Yarra River. The toolkit was then launched via Youtube Live webinar

We will be working on an updated Weeding toolkit based on the helpful community feedback we received, Thank you!

Image by Anthony Despotellis

What do you need?

Where to dispose of the weeds?

Removing a weed from the ground is only the first step to eradicating it from the landscape. Weedy plants are resilient, they can endure disturbances and persist in the landscape which leads them to be successful in dominating spaces. Therefore, it is of the utmost importance that when we remove a weed from the ground we also remove the weed from the area. This is where carrying a bag becomes the weeder's greatest tool. This allows us to remove the weed - roots, seeds and all - from the landscape and dispose of them into green waste bins or rubbish bins.

It is important to remove weeds in a manner that removes them from the environment as there are many ways that seeds can be dispersed even after a weed has been pulled out. Wind, water and animals such as birds have the ability to spread seeds. Placing weeds

in plastic bags and then securing the top of the bag so as to stop any seeds escaping, and then placing the bag in the bin is the most effective way of cutting off the ability of a weed to persist.

Here is a checklist of things you should have when weeding:

- ☐ Gloves!
- ☐ BAGS!
- ☐ Closed toe shoes
- ☐ This toolkit
- ☐ Small spade (optional)
- ☐ Drink bottle

Wear gloves

Bags!

Pull from the bottom

Black Nightshade

Solanum nigrum L.

Distinguishing Features

- 1 A bushy, herbaceous plant growing up to 1.25m in height
- 2 Rough textured stems and occasionally slight hair on leaves
- 3 Small star-shaped white (and often tinged with purple) flowers in small clusters
- 4 Small fruiting berries which are green early on although develop into a deep purple-black

Mallow

Malva parviflora L.

Distinguishing Features

- 1 Erect, sprawling or decumbent* herb growing up to 50cm in height
- 2 Round leaves with crenate edges, roughly 8-10cm

Twiggy Turnip

Brassica fruticulosa

Distinguishing Features

- 1 Stem grows to around 50cm; is grey-green, smooth and upright
- 2 Flowers have four yellow petals
- 3 Seed pods are long, thin and constricted around the seeds giving them a lumpy appearance
- 4 Lower leaves are longer than leaves higher up the stem, all are stemmed and lobed

Spiny Sow-Thistle

Sonchus asper L.

Distinguishing Features

- 1 Grows between 20-150cm in height
- 2 Various lobed, bright green leaves
- 3 Often have white bloom
- 4 Produce yellow flowers which are similar to that of a dandelion

Digital Communications



Kristin Charlton
Administration Assistant &
Social Media Coordinator

Website Development

Thanks to the Port Phillip Bay Fund, we were able to begin the process of revamping the website. Through a careful selection process, we decided to team up with Digital Next who demonstrated a keen eye for ensuring that the River would remain at the forefront of the website's design. Our goal for this project is to elevate our digital presence to be more reflective of the many projects, research and people of the Yarra Riverkeepers.

Through a more user-friendly design that has clear calls to actions, we are hoping to create a website that will leave people wanting to contribute to our vision. With the new website it will be even easier (and harder to resist)

becoming a member, volunteering with us, attending our events, becoming a partner and donating to help protect the Yarra.

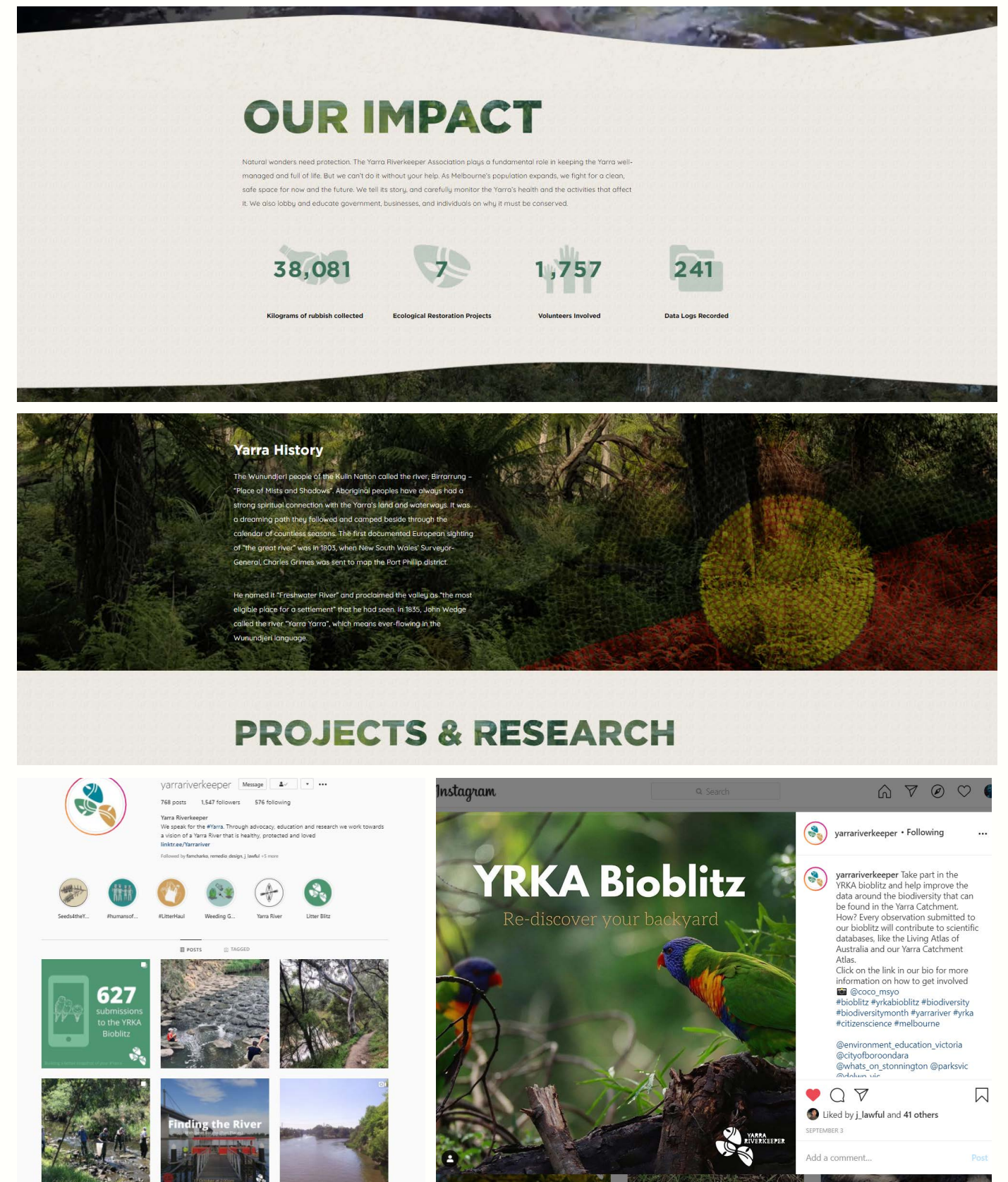
Social Media Development

This year we started further growing our online presence and for this to occur we decided that we needed to define what we wanted our Facebook, Instagram and Twitter platforms to look like. To help us take the next step from strategy to implementation we enlisted the help of Progressive PR to develop a social media guide. The guide will define why we use social media, who our target audiences are and our key messages.

Online Events

This year we launched our very first digital event, the Yarra Atlas Seminar. This event helped us to test out the waters of how to navigate digital platforms like youtube. Following its success we decided to launch more online events. Our Polystyrene in the Yarra webinar saw us enter the realm of live streaming and increased engagement with viewers through using the Q&A function. With a halt being placed on in-person community events, digital events are helping to keep the broader community engaged and connected to the activities of the Yarra Riverkeepers and topics relating to the Yarra River and catchment.

A screenshot of our new website



Volunteers

Volunteers are crucial to helping the Association fulfill its mission of protecting the Yarra and working towards a river that is healthy, protected and loved. At the start of the year, our River Blitz's saw 320 community volunteers help clean our waterways. After March, with the enforcement of social distancing restrictions, engagement with current and future volunteers needed to shift course to accommodate a 'virtual' volunteering environment. To do this, we began planning how to structure a volunteer program with clear processes that outline volunteer selection, volunteer roles and tasks and how to keep our volunteers engaged. At the end of the financial year we had received interest from multiple students for volunteer opportunities, marking the start of a growing volunteer program. We are excited to see how the passion of volunteers will contribute to our association's efforts to protect the Yarra.



“Furthermore, the breadth of variety in the trash we'd found was, frankly, baffling. We'd even discovered a fully intact vacuum cleaner!”

- Chyann F, Student





Financial Report

"If you think the economy
is more important than the
environment, try holding
your breath while counting
your money"

- Professor Guy McPherson

Treasurer's Report



Gillian Jervis
Treasurer

The Yarra Riverkeeper Association is pleased to report a net surplus of \$34,793 for the financial year ended 30 June 2020 (\$37,850 in 2019). Whilst slightly down on prior year, the association's underlying net asset position continued to strengthen, increasing by 22% to \$193,007. This was reflected, in part, by increased income from government grants, philanthropic donations and memberships. Steady asset growth has provided a solid base for future financial sustainability.

Total income for the year was **\$576,302**, an increase of 42% from 2019. Key contributors were:

\$65,000 grant payment from the Federal Government's Environment Restoration Fund (ERF) which is part of a \$500,000 grant payable over two years to embark on several new exciting environmental restoration projects along the Yarra River. This was supplemented by a further \$50,000 from their Community Environment Program (CEG).

Significant growth in memberships and donations, up by 150%.

Additional government funding has been a pivotal step in enabling the Association to grow and expand its capabilities with the recruitment of 4 new staff, redevelopment of the existing website and devote more resources to environmental advocacy, education and stewardship projects. Whilst expenses were higher during the year they were largely funded by these new grants, with employment and project costs comprising the main portion.

The COVID pandemic has presented many challenges to us all. Current restrictions have partially reduced our income earning opportunities, particularly from "on-the ground" activities including corporate volunteering events, school education programs and various other activities to engage and grow membership. Access to grant funding has also reduced. In response, the Association has adapted and proactively sought innovative ways to address these challenges through effective use of available technology to engage and inform its stakeholders and foster greater understanding of and connection with the Yarra. Initiatives included informative online educational resources including webinars, our Yarra Catchment Atlas and toolkits on biodiversity and environmental stewardship, #seeds4theyarra campaign, and more recently, the YRKA Bioblitz.

We are striving to continuously diversify our funding base to ultimately reduce our reliance on grants and other tied funding sources. This strategy strengthens our financial resilience with capacity to deliver focused and timely outcomes with impact. Current funding sources are represented in the chart (right).

Other - includes Waterkeeper Alliance funding for Yarra Rewilding Report, education programs/workshops, corporate volunteering events, membership fees, donations and bank interest.

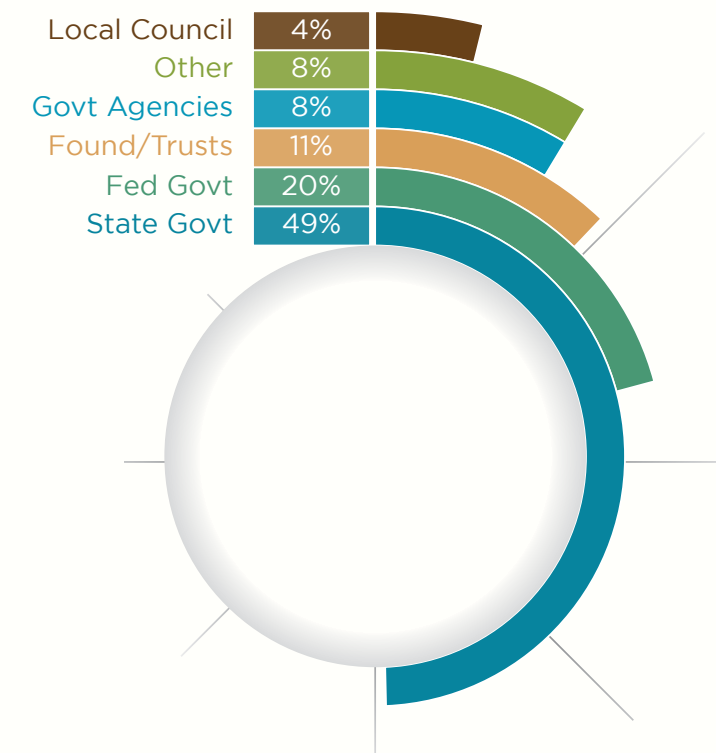
Since year-end we were most fortunate to receive some generous philanthropic funding to purchase a much needed new Riverkeeper boat that soon will be in active service once current restrictions ease.

A key focus in the coming year will be to consolidate and build on the work already undertaken to advocate, educate and heighten community understanding of the Yarra River and its catchment.

In closing we, the Yarra Riverkeeper Association sincerely thank you, our members, donors and funders for all your funding and in-kind support during the year. This has been a year like no other. Your contribution directly funds our activities and projects which aim to protect and restore the Yarra River and its tributaries, both present and future.

On a personal note, I extend my gratitude to our dedicated Board, Committees, staff and volunteers who have continuously demonstrated their passion and commitment to this great organisation, despite the unprecedented challenges faced by COVID-19. Your adaptability, optimism and perseverance has been remarkable.

Our Income Sources FY20



Financial Statements

For the year ended 30 June 2020

Statement of Profit or Loss & Other Comprehensive Income

	FY20	FY19
Income	\$	\$
Grants	469,273	366,950
Donations	41,891	27,275
Membership - Corporate	30,000	0
Membership Fees	8,314	4,896
Other Income	26,824	6,055
Total Income	576,302	405,176
Expenditure		
Employee Expenses	239,430	164,058
Operational Expenses	297,729	199,438
Depreciation	3,350	3,350
Audit Fees	1,000	480
Total Expenditure	541,509	367,326
Net Surplus/(Deficit)	34,793	37,850

Statement of Financial Position

	FY20	FY19
Income	\$	\$
Current Assets		
Cash at Bank	294,846	263,871
Receivables	820	7,464
Total Current Assets	295,666	271,335
Assets		
Boat	7,970	11,320
Office Equipment	3,861	
Website Redevelopment	1,740	
Total Non Current Assets	13,571	11,320
Total Assets	309,237	282,655
Liabilities		
Current Liabilities		
Payables	32,861	7,002
Provision for Committed Expenditure	50,000	89,900
Employee Provisions	33,369	25,033
Prepaid Membership Fees	0	2,505
Total Liabilities	116,230	124,440
Net Assets	193,007	158,215
Equity		
Retained Surplus	158,214	120,365
Current Earnings 2020	34,793	37,850
Total Equity	193,007	158,215

Statement of Cash Flows

	FY20	FY19
Cashflows from Operating Activities	\$	\$
Receipts from Customers		
Grant Income	479,123	27,275
Donations	315,600	64,816
Other Income	41,891	10,391
Payments to Suppliers & Employees		
Employee Salaries & Costs	(220,964)	(151,838)
Operational Expenses	(328,601)	(152,685)
Interest Received		
Net Cash Provided by Operating Activities	36,577	49,303
Cashflows from Investing Activities		
Payments for Property, Plant & Equipment	(5,602)	0
Net Cash Used in Investing Activities	(5,602)	0
Net (Decrease)/Increase in Cash Held	30,975	49,303
Cash at Beginning of Financial Year	263,871	214,568
Cash at End of Financial Year	294,846	263,871



Image by Anthony Despotellis



Governance

“There are quiet stretches,
immersed in bushland, where
I feel I’ve truly left the noise
and pace of the city.”

- Alex Earnshaw

Fundraising and Partnerships



Jonathan Law

Knowledge &
Partnerships Officer

Sourcing funding, fostering relationships and supporting the talented team has been extremely challenging but equally rewarding. Due to the restrictions in place from COVID-19, many existing grants needed a rapid response and alternative planning resolution, and we were fortunately able to retain our Port Phillip Bay funding from DELWP and as part of a successful variation negotiation, funding was secured to invest in a new, fresh and informative website. The current funding climate is tough, however we believe this new website will help facilitate a new path for the organisation and

better showcase our work to major foundations. Relationships have been built with staff members from the significant donors such as the Ross Trust, Helen Macpherson Smith Trust, John T Reid Trust and Ian Potter Foundation hoping for successful granting applications in the future.

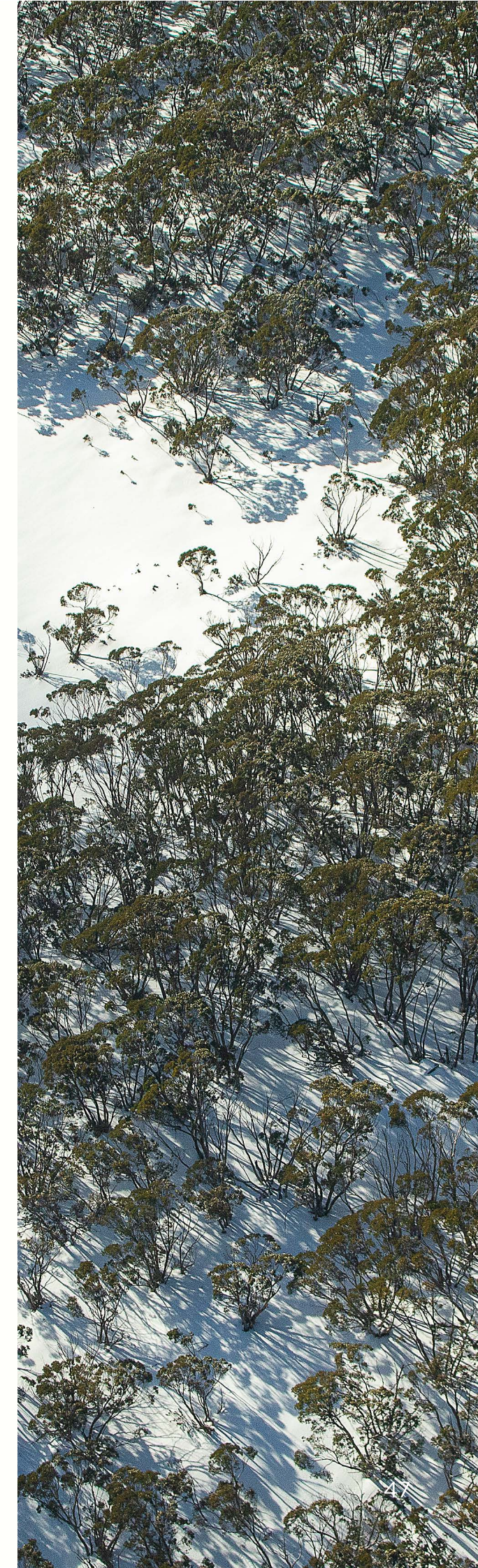
In response to the economic pressures, the YRKA were fortunate to receive several tax cash flows, breaks and business support grants to help support the organisation's operations. Whilst we are unable to conduct community events and in-person planting, the ERF and CEP project requirements are being delivered strongly through online means such as webinars and educational toolkits.

The organisation's works have been further bolstered through generous grants to the City Councils of Stonnington and Boroondara, the Lord Mayor's Charitable Trust, Landcare, the Isaacson-Davis foundation and the Myer and Shelmerdine foundations. In addition, through our advocacy, knowledge sharing and networking the YRKA has become widely respected as one of the Premier Waterkeeping Bodies around the world. The Global Waterkeeper Alliance executive directors Marc Yaggi and Mary-Beth

Postman have acknowledged our hard work through social media support and generous seed funding.

On the back of the YRKA's fantastic work in 2019 and early 2020, we have had the honour of presenting the projects of the Yarra Atlas, Polystyrene report and our team members as individuals to the prestigious bodies of the Keep Victoria Beautiful and Premier Sustainability awards, we are hopeful for a positive outcome!

Despite not being able to meet in person, the YRKA has gained many formal supporters and in-kind partners, most notably our River-level sponsors Melbourne Water and our Associate Partner Environment Education Victoria. We look forward to working closely with the latter to help develop curriculum materials and educational resources for the benefit of the wider community. Our full list of ever-growing supporters can be viewed at the end of the report.



Knowledge

As our reputation grows, our knowledge-reach has expanded so much that we have developed a formal internship program which is flourishing despite remote working conditions. We have formally registered the YRKA to the work industry based learning advancement offices to the University of Melbourne, Monash University and Deakin University. Through the internship orgram, the YRKA has bolstered stakeholder relationships and expert consultation and engagements both in Victoria and internationally, thanks to the widely adopted use to video conferencing.

We are so very thankful and appreciative for the hard-work, passion and dedication of :

- Sebastian Pivet, Bachelor of Environmental Management, Deakin University
- Alex Earnshaw, Master of Environment, University of Melbourne
- Neha Shetty and Akshayaa Pasupathi, Master of Environment and Sustainability, Monash University

We look forward to sharing our detailed reports on environmental economic accounting and international river issues in the upcoming months.



Sebatian Pivet
Project Management



Neha Shetty
Water Quality



Akshayaa Pasupathi
Water Quality



Alex Earnshaw
Environmental Accounting



WE FIGHT FOR CLEAN WATER

Image by Anthony Despotellis

Committee Reports

Advocacy



Janet Bolitho
Board Director

Advocacy continued to be a principal part of the work of the Association in 2019-20.

A key focus of the Association's advocacy has been to ensure that the objectives and principles of the landmark Yarra River (Wilip-gin Birrarung murrn) Protection Act 2017 are anchored in a robust Yarra Strategic Plan. The Planning Panel, held in June, was a critical opportunity for YRKA to argue for a more robust and improved Yarra Strategic Plan. The Yarra Riverkeeper was represented by Environmental Justice Australia (EJA). Expert witnesses James Reid from the urban planning consultancy Ethos Urban on planning and Dr Graeme Lorimer from Biosphere on ecology made impressive contributions.

Another priority area was to ensure that the temporary Yarra Planning controls

were translated into permanent planning controls before they expire in early 2021. The YRKA commissioned a report from Ethos Urban, Making the Yarra Planning Controls Permanent in support of this. On 22 June, the Minister for Planning, Richard Wynne announced that the controls would become permanent (though details remain to be finalised with the local councils along the Yarra)

The Association made a detailed submission to the Independent Advisory Committee on the North-East Link Environmental Effects Statement. EJA represented it at hearings of the advisory committee. Issues raised include the environmental net gain principle from the Yarra/Birrarung Act, the loss of trees and habitat and the likelihood of groundwater drawdown, among other issues.

The sub-committee also prepared the groundwork for the local government elections that were held in October 2020.

The Association has submitted a steady flow of submissions on major topics on environmental issues for the catchment. Submissions were made to the City of Melbourne's draft river strategy to the EPA Proposed regulations and environment reference standards, and to Federation Square Review, among many others.

Thank you to all members who contributed to our committee.

Governance



Sally McPhee
Secretary

The board met 7 times during 2019/2020 with all directors attending two strategic planning sessions. One board member was absent for one board meeting on a scheduled leave of absence.

The Association's four committees - Governance, Resourcing, Advocacy and Memberships and Community Engagement - are chaired by board members and met five times during 2019/2020 in the alternative month between board meetings. The committees meet on the same day so as directors can attend each committee meeting. Increasingly, YRKA's staff participate and report at committee meetings and play a crucial role in the implementation and public face of each committee's work. After his exceptional services as the

Association's Executive Officer until early 2020, Ian Wong returned to his role as board member before taking a personal leave of absence from June 2020.

We said a sincere thank you and farewell to Christopher Balmford, who stepped down from the YRKA board and his multiple roles of President, Chair and Secretary in January 2020. Christopher worked tirelessly for the Association, establishing sound governance practices and developing a suite of policies, templates and model processes. The roles of President and Chair were filled by board member Warwick Leeson and Sally McPhee as Secretary and Chair of the Governance Committee.

The Governance Committee continues to establish and develop sound governance practices and procedures for the board to implement, steering the organisation through a period of considerable growth and overseeing the development of a multi-year strategy.

Committee Reports

Community engagement & Memberships



Kristin Charlton

On behalf of Ian Wong
and Warwick Leeson

The Community Engagement and Membership Committee continued to develop the member and community experience in 2019/20. This year we have had more than 90 new memberships, we hope that even more will join us in the next year. Our litter blitz events successfully amassed great interest and participation from the general public, and the capabilities developed from these events have also enabled us to provide corporate volunteering opportunities. The second half of the year required a change in direction, focusing more than ever on utilising social media to foster connection between members, the broader community and the Yarra. To help us achieve this we enlisted the help of Progressive PR Communications, a professional

communication agency who have proven to be instrumental in taking the voice and digital presence of the Yarra Riverkeepers to the next level. Key initiatives alongside this work include digital events, creating a social media guide and developing the website and membership management systems to be more user friendly for current and prospective members. By implementing these initiatives we have already seen a significant increase in engagement with our social media channels - the first month of re-invigorating the approach to social media saw an increase of 204% in engagement with our Facebook page and in the space of 5 months our followers on Instagram grew from 900 to 1500.

Resourcing



Gillian Jervis

Treasurer

The Resourcing Committee met 5 times during the year and is Chaired by the Treasurer, Gillian Jervis. Its primary purpose is to assist the Board to fulfil its overall responsibilities regarding financial sustainability matters including preparation of the annual operational budget.

During the 2019/20 year, the Resourcing Committee continued to enhance the financial systems and processes implemented in 2019. As the Association continued to grow, undertake new projects and recruit new staff it became necessary to appoint a bookkeeper to perform most financial and payroll processing functions. In April 2020, the existing accounting system Reckon was replaced with Xero which

provides a more user friendly and efficient system for capturing and reporting financial information.

Xero has enabled us to adopt a paperless system with most financial records now being stored electronically. Not only good for the planet but also provides ready access to financial information across the organisation as required. Further efficiencies have been gained with enhanced integration with our recently upgraded website to effectively capture donations and membership fees. These actions have significantly reduced the Treasurer's workload enabling greater focus on the Association's strategic activities.

Our Board members, including those who are not members of this committee have been a great support throughout the year, often all attending these meetings. I thank them for their valued input and support.

Patron & Supporters

Patron

Her Excellency, the Honourable Linda Dessau AC, Governor of Victoria

Associate Partner

Environment Education Victoria

Supporters

Major Funding:

Melbourne Water Corporation
Boroondara City Council
Stonnington City Council
Yarra City Council
City of Melbourne Council
Landcare Australia
Lord Mayor's Charitable Foundation:
Survive & Thrive: A sustainable
Association for a Sustainable Yarra

Federal Australian Government,
Department of Industry, Science, Energy
and Resources
Community Environmental Programs
Grants

Adam Bandt MP for Melbourne
Kevin Andrews MP for Menzies
Katie Allen MP for Higgins

Federal Australian Government,
Department of Agriculture, Water and
Environment
Environmental Restoration Fund
Hon. Josh Frydenburg MP for
Kooyong, Treasurer of Australia

Victorian Government, Department of
Environment, Land, Water and Planning
Port Phillip Bay Fund including:

Yarra Atlas
Yarra Lower Reed Blitz
Styrofoam: Sources and Solutions

Community Large Grants:
Litter and Flows

Victorian Government, Department of
Jobs, Precincts & Regions (DJPR)
Business Support Fund

Isaacson-Davis Foundation
Shelmerdine Foundation
Myer Foundation
Global Waterkeeper Alliance

Sponsors:

Morgan Wealth Management
Melbourne Water Corporation
Korowa Girls School

Event Sponsors:

Melbourne Water Corporation
Cleanaway
Studley Park Boathouse
Parks Victoria
Richmond Rowing Club

Government Agency Collaborators:

Federal Australian Government,
Department of Industry, Science, Energy
and Resources
Federal Australian Government,
Department of Agriculture, Water and
Environment
Victorian Government, Department of
Environment, Land, Water and Planning
Victorian Government, Department of
Jobs, Precincts & Regions
Victorian Environmental Protection
Authority
Melbourne Water
Park Victoria

Consultants

Practical Ecology (Lincoln Kern, Daniel Miller)
Acacia Environmental Management
(Sophie Jones-Kelly, Mark Vegara)
Digital Next (Steven Lord, Emily Holmes,
Alex Crouch)
Progressive PR (Jodie Srtis, Kate Unsworth)
Alexandra Professional Services:
Chartered Accountants (Nerissa
Kennedy, Christopher Skinner)
Gruen Exchange (Carol Jadraque)
Greg Hunt & Associates (Greg Hunt)

Capstone Project Partners

CeRDi, Federation University
Cleanwater Group
Port Phillip EcoCentre
Acacia Environmental Management

Business and Group supporters

Alluvium Consulting
Atlas of Living Australia
Aqua Deck Pty Ltd
Aquatica Environmental
Bend of Islands Conservation Association
Camberwell Senior Citizens MultiCultural Club
Collingwood & Abbotsford Residents'
Association

Cool Australia Trust
Credo Financial Group
Digital Next
Dread Pirate Sound System
Eco Aspects Pty Ltd
Environment Education Victoria
Finbar Neighbourhood House Inc
First Friends of Dandenong Creek
Five Consulting Pty Ltd
Friends of Damper Creek Reserve Inc.
Friends of Merri Creek
Friends of Scotchmans Creek and Valley
Reserve Inc
Friends of the Yarra Valley Parks
Good Company
G.L.A.D.E. Gowrie Victoria Docklands
Healesville Environment Watch Inc
Johns Hill Landcare Group Inc.
Jumping Creek Catchment
Landcare Group
Kirinari Kayak Klub
Korowa Girls School
Ludlow Bar & Dining Room
Manningham City Council
Melbourne Boat Hire
Melbourne Girls' College
Melbourne University Boat Club
Melbournwalks.com
Native Fish Australia (Vic) Inc.
Olmsted
Ocean Youth
Port Places
Practical Ecology Pty Ltd
Progressive PR
Riverland Conservation Society
Ross Allen Consulting
Rotary Club of Richmond
Storm Consulting Pty Ltd
SeaLife Aquarium
The Australian Environmental Films
Association
Trinity Grammar School
Water Stewardship Australia
Yarra Climate Action Now
Yarra Dheran Advisory Committee
Yarra Paddlers
Yarra River Business Association

Event Contributors

Acacia Environmental Management
Abbotsford Riverbankers
Aquayak Kayaks
Arbory Beach Patrol
Bunnings Warehouse
City of Melbourne
Clean up Australia
Dish and Spoon Cafe
Footscray City Rowing Club
Friends of Merri Creek
Genovese Coffee
Inflatable Regatta
Kanteen
Kayak Melbourne
Keep Victoria Beautiful
Landcare Australia
Lilly Bee Wraps
Love our Street
Melbourne City Marina
Melbourne Girls College
Melbourne University Boat Club
Merri Creek Management Committee
Monash University
Morgan Stanley
Newtech Poly
Paddle Victoria
The Plastic Runner
RMIT University
Port Places
Port Phillip EcoCentre
Practical Ecology
Red Rock Venues
Richmond Rowing Club
Riverland Bars
RMIT
The University of Melbourne
Sea Kayak Australia
Sealife Aquarium

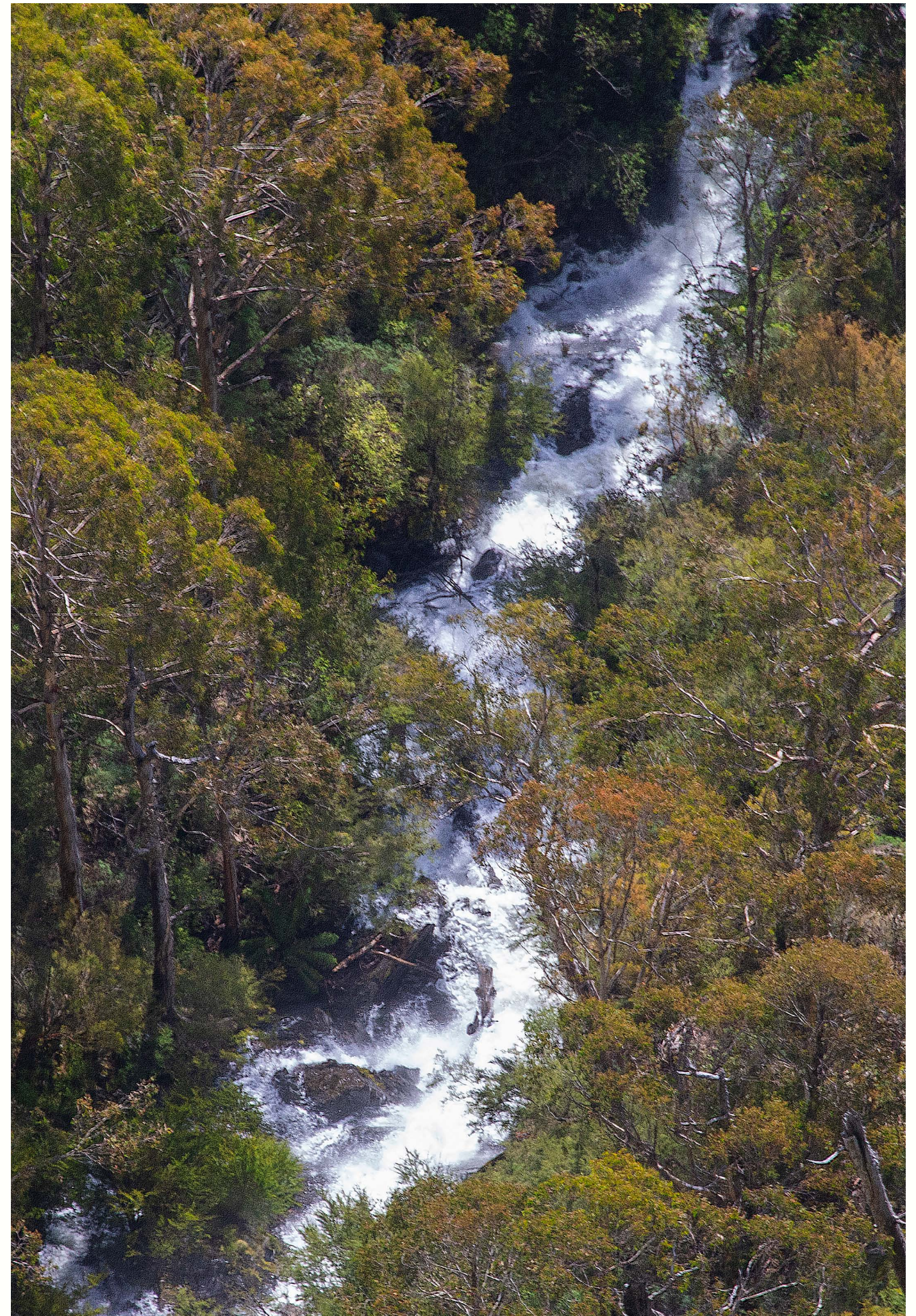
Serco Waste Collection
Sound Warehouse
Stephen Curtain Wildlife Filmmaker
Strathcona Baptist Girls Grammar School
Strike Bowling
Tangaroa Blue
Jack Vanzet
Victoria University
Werribee Riverkeeper Association
Wurundjeri-Woiwurrung Tribal Land
Council
Yarra Pools

Core Volunteers

Clare Vernon
Sofia Enrigue
Manogna Reddy Lankapotu
Kylie Patterson
Matt Shepherd
Nicola Mackenzie
Rishabh Choudhary
Ruby Tucker
Yasheshwini Ramesh
Christine Slade
Valentina Meza
Qian Li
Lachlan Peace

Work-based Learning interns
Sebastian Pivet- Deakin University
Alex Earnshaw- University of Melbourne
Neha Shetty- Monash University
Akshayaa Pasupathi- Monash University

Special thanks to
Tony Isaacson
Anna Ridgway
Will Shelmerdine
Patrick Myer



**Our Yarra,
Healthy,
Protected,
Loved.**

