

ANNUAL REPORT

2018-19

CERES





The background of the page is a photograph of a lush garden. In the foreground, there are several raised garden beds made of wooden planks. The beds are filled with soil and various plants, including rows of small, dark-leaved seedlings and some taller green plants. In the middle ground, there is a wooden fence made of vertical slats. Behind the fence, there are more trees and foliage. The overall scene is bright and green, suggesting a sunny day in a well-maintained garden.

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OUR VISION FOR CHANGE



A world where people have fallen in love with the Earth again.

CERES is a place for community-based learning and action to create better ways of living together in five domains:

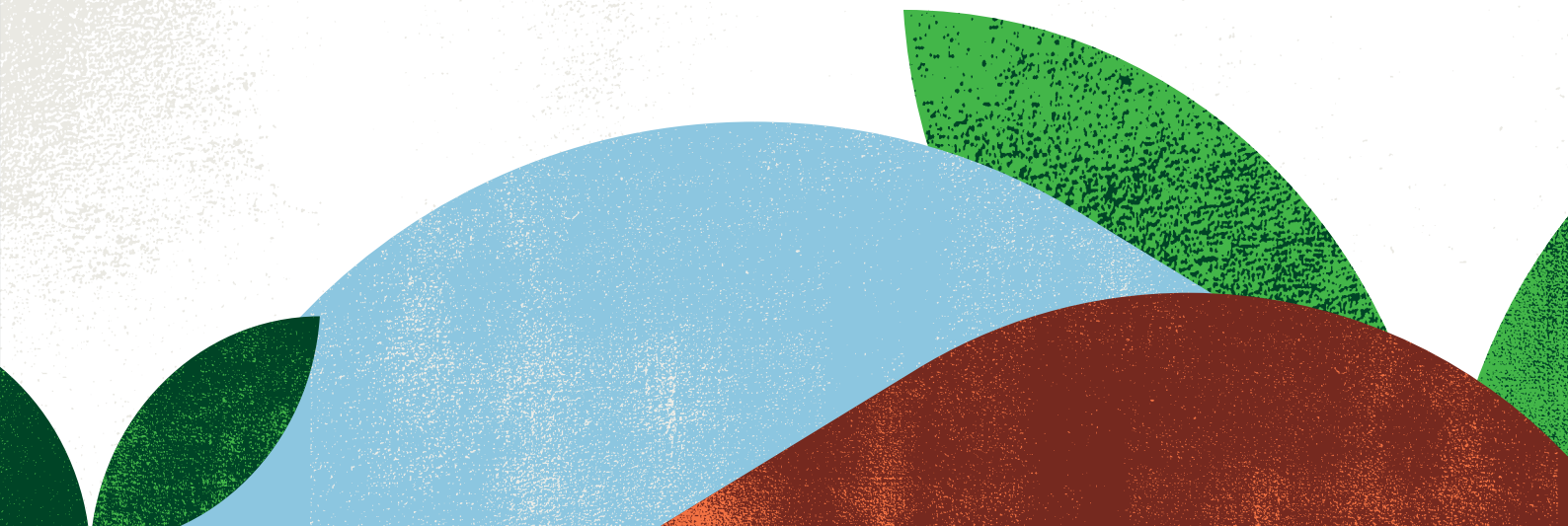
- Environmental
- Social
- Economic
- Cultural
- Spiritual

We work for change locally and globally in:

- Food systems
- Economic systems
- People systems

We acknowledge the traditional owners of the lands CERES is located on, the Wurundjeri people of the Kulin Nation, and we pay our respects to their elders past, present and emerging. We acknowledge the relationship between people and country, and we acknowledge Country itself.

We acknowledge that we are facing a climate and ecological crisis, and we are grateful to all those who are working to protect our Earth and our future.



REACH

IN THE CYBER WORLD

286,059 VISITS
to our **primary website**
↑28%*

140,929
follow us on
social media channels
↑14%*

9,347
receive our
monthly newsletter
↓9%*

530K VISITS
to our park (estimated)
↑12%*

1066 MEMBERSHIPS
bought or renewed
↑4%*

3,400 VOLUNTEERS
in **Honey Lane, Joe's Garden,**
Tamil Feasts and across
the park
↑54%*

EXCURSIONS

65,587 VISITS
by students, teachers
and parents for
excursions and tours
↑5%*

INCURSIONS

11,374 STUDENTS & TEACHERS
had CERES attend their
school for incursions
↓14%*

GLOBAL PROGRAM

273 PARTICIPANTS
on our educational and
friendship building trips
overseas and at home
↑30%*

OUTREACH

211,645 STAFF & STUDENTS
worked with Education
Outreach team
↓15%*

ADULT PROGRAMS

2,004 PARTICIPANTS
in courses and programs
↑3%*

EDUCATION

SOCIAL ENTERPRISES

FAIR FOOD

52,350

ordered organic groceries

↑3%*

MERRI CAFE

40,662

ate organic food with their friends

↑19%*

NURSERY

52,044

bought plants to grow at home

↑5%*

VENUE HIRE

344 GROUPS

hired our spaces

↑19%*

FAIR WOOD

100

ordered sustainably sourced timber

GROCERY

105,170

visited to buy organic food

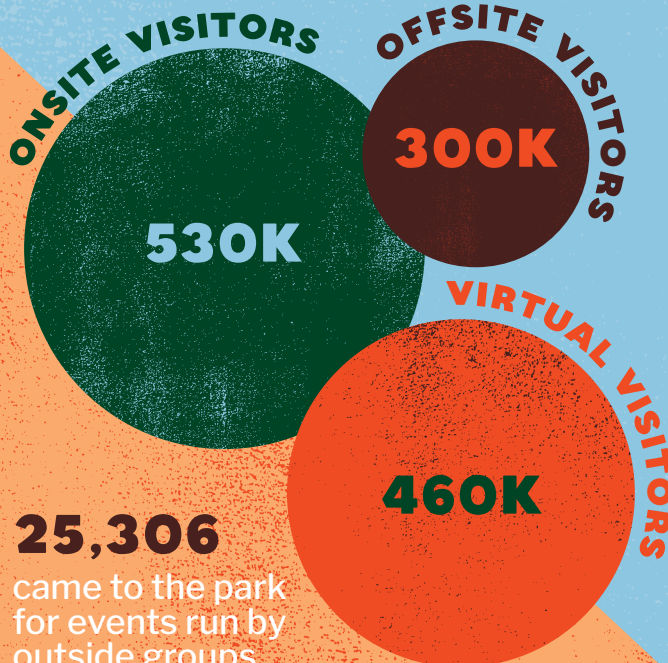
↑9%*

TAMIL FEASTS

7,855

shared a meal

↑4%*



25,306

came to the park for events run by outside groups

↑9%*

3,193

attended our seasonal events including **Winter Solstice, Harvest, Love Stories, David Holmgren Retrosuburbia talk** and **Spiritual Ecology Showcase**

↑260%*

19,007

saw or interacted with us at conferences, festivals and events outside CERES

↑61%*

95%

of CERES' income is from social enterprises & educational services

Our reach across all realms (including digital) is approximately

1.3M CONTACTS

EVENTS & FESTIVALS

CHAIRPERSON

8 |





With the global climate and ecological crisis at the forefront of public debate, much is being asked about the quality of leadership needed to produce the kind of societal transitions we require to realise a more sustainable future.

Leadership occurs at all levels and all scales. For 40 years, CERES has practised leadership in the form of community-led demonstration of what is possible in social and environmental innovation. We find ways to say yes instead of reasons to say no to new ideas and creative approaches to the local manifestations of global problems.

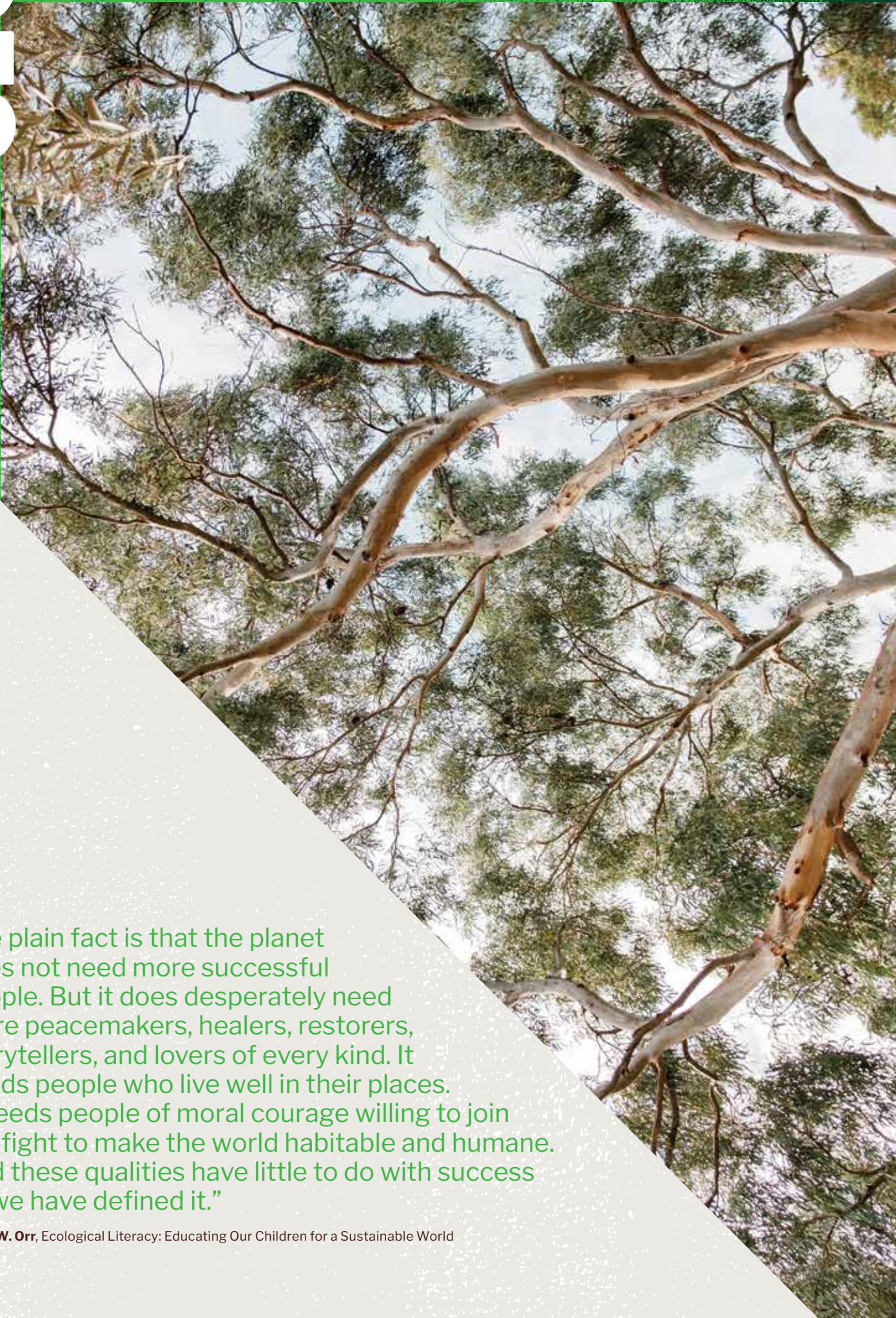
Of course, such demonstration does not occur in a vacuum; my thanks and acknowledgement to all the funders, volunteers, staff and community supporters who have helped give CERES's ideas and activities life, this year and every year.

In a more globalised world, leadership is as much about spanning the boundaries of old systems as it is about personally standing up. This means creating change through partnership and collaboration, and backing the leadership of others. It is thus terrific to see CERES supporting the leadership efforts of young people through our Education and CERES Global programs, and lending its expertise to new collaborative activities this year, including playing a lead role in establishing the Social Enterprise Network of Victoria.

Ultimately, in the complex world we inhabit, leadership is a responsibility of us all. I hope you enjoy reading a little of CERES's contributions and achievements throughout the year in this report. And, I look forward to your continued involvement in our shared responsibilities to articulate and act for a more sustainable and just future in the years ahead.

Jo Barraket
CERES Chairperson

“...my thanks and acknowledgement to all the funders, volunteers, staff and community supporters who have helped give CERES's ideas and activities life, this year and every year.”



“The plain fact is that the planet does not need more successful people. But it does desperately need more peacemakers, healers, restorers, storytellers, and lovers of every kind. It needs people who live well in their places. It needs people of moral courage willing to join the fight to make the world habitable and humane. And these qualities have little to do with success as we have defined it.”

David W. Orr, *Ecological Literacy: Educating Our Children for a Sustainable World*



Everyone in the CERES community is watching with interest, and perhaps some sense of hopefulness, the growing movement of people demanding action in relation to the climate and ecological crisis.

CERES has been educating about environmental and social issues for more than three decades, yet it can sometimes feel like little has changed. In fact, our global issues are worsening and compounding. But this also makes it clear that change is inevitable. The question then, is what kind of change? Perhaps descent into collapse and chaos, or emergence into a more beautiful world, or an infinite number of other scenarios? Will we have a choice, and which path will the CERES community choose?

CERES helps people fall in love with the Earth, and each other, again. In advocating for love and connection, especially in times of danger and fear, we are seeking to counter the

belonging that can never be lost, a sense of wonder and reverence for the living systems around us, and a desire to act for the wellbeing of the collective. This is the foundation of our resilience, and will serve us well in the times ahead.

Resilience also requires practical skills for living in a more connected way. CERES education and training programs teach some of these skills, and we invite and host others who share their skills. From the garden to the kitchen, from meditation to mobilisation, we learn to depend less on the failing globalised economic system and depend more on each other. CERES helps everyone learn the skills for building 'community sufficiency'.

CERES's social enterprises are part of the movement away from globalisation and toward localisation, in particular of our food systems. Local food economies reduce energy use and carbon emissions, reduce packaging, processing and refrigeration, increase diversity, increase food security and create employment. CERES demonstrates how a local food economy can make an entire community healthier and more resilient.

As we find ourselves in a time of great change, CERES continues to hold open a space for connection and love, peace and healing, stories and skill sharing, resilience and sufficiency, localisation and regeneration. May we prevail.

Cinnamon Evans
CERES CEO

“We are human beings of Planet Earth, and we are profoundly and radically connected to the Earth and to each other.”

narrative of late-stage capitalism, which encourages us to think of ourselves as individual consumers in a globalised growth economy. Deep down we all know that we are much, much more than the components of a destructive machine. We are human beings of Planet Earth, and we are profoundly and radically connected to the Earth and to each other. This knowing gives rise to a sense of

HIGHLIGHTS

CERES is a place for community-based learning and action. We create better ways of living together in five domains:

- Learning Innovation Director won **Environmental Educator of the Year** from Environment Education Victoria.
- Attended **the School Strike for Climate in March** with banners and the kingfisher puppet.
- **450 trees were planted** on behalf of schools and working with CERES.
- Celebrated the completion of the all-electric, **Zero Emissions EcoHouse**.
- Developed a training program for organic **microgreen farmers**.

ENVIRONMENTALLY BENEFICIAL

SOCIALLY JUST

- **Weed Dating** became hugely popular, with an emphasis on inclusion & LGBTQI+ communities.
- Hosted a **fundraiser for the Biloela Tamil family** facing deportation and currently in detention.
- **Travelled to Samoa** to learn about and support women's empowerment programs.
- **Alternative Pathways in Sustainability program** helped participants develop employment ready skills in horticulture and environmental education.

ECONOMICALLY SATISFYING

- Launched the new **Social Enterprise Network Victoria (SENVIC)** with nine founding partners.
- Hosted the **Do Good and Do Well** event with 70 people from local small businesses.
- CEO attended the **Social Enterprise World Forum** in Scotland, sharing ideas about the new economy.

SPIRITUALLY NURTURING

- Our **Spiritual Ecology Retreat and Leadership Program** connected people to the Earth and each other.
- **Meditation Garden** working bees attracted lots of volunteers with the garden and stonework taking shape.
- Offered young children deep nature connection activities through the **Nature Playgroup**.

- **Partnered with Wurundjeri Council to grow Murnong** at Joe's Market Garden.
- Hosted the exhibition of our artist in residence, **Adam Buckland** featuring faces from the community.
- Won a **"Pick my Project"** grant to redevelop the kids playspace.
- **Winter Solstice, Harvest Festival and Love Stories** events connected people to their place through **ritual and celebration**.

CULTURALLY ENRICHING

EDUCATION & TRAINING

We have been delivering sustainability education to children and adults for almost four decades. CERES Education was teaching school students and the community about climate change and environmental challenges before many people understood the science or believed they would be impacted in their lifetimes.



Students are now leading on climate action and it is our role to help give them knowledge and skills to make changes to their lives, communities and the systems that govern us. We strive to equip people to think differently, act for the planet and be resilient and responsive citizens. We do this through connecting to the learners' hearts, sharing knowledge to get them to use their **heads**, and providing applied skills they can implement with their **hands**.

Sustainability education is the ultimate tool to create flexible 21st century thinkers, learn about real world problems, create project-based learning opportunities, connect to nature and improve wellbeing.

Our learning areas:

Excursions & Incursions

School students, both on and off site

Outreach

Professional learning for teachers in schools and early learning centres

Adult Programs

Workshops, courses and accredited training for youth and adults

Global Programs

Groups and individuals engaging global communities

SCHOOL PROGRAMS: EXCURSIONS & INCURSIONS

Our School Programs offer hands-on educational experiences suited for all ages. The wide range of programs are designed to connect students to the natural environment and help CERES achieve its vision for people to "fall in love with the earth". The knowledge gained through these sessions can be applied in the classroom or at home, providing a link to the wider community.

This year, we:

- Experienced a strong uptake of our new Nature Playgroup program.
- Built a sensory garden and delivered environmental education programs to OakHill Kindergarten.
- Experienced a record high number of incursions delivered on one day, with over 491 school students from across Melbourne.
- Delivered our Student Environmental Leadership Program to regional and rural Victoria, including a summit with 80 students from 11 schools.

"Such a lovely peaceful environment for children to experience and broaden their knowledge"

Teacher, from a school visiting for Excursions program, 2019



[opposite] Merri Creek walk.
[top] Justin Caverly, urban farmer.
[bottom] Student leadership program.

2,702 STUDENTS

made reusable bags
using old t-shirts

15,908 STUDENTS

made recycled paper
using shredded paper



ADULT PROGRAMS

Our adult learning programs create opportunities for people to connect with nature and self, learn about sustainable agriculture, permaculture, horticultural therapy and environmental education, and improve their skills to live more sustainably. Our programs create pathways for employment and further education.

This year's program development focussed offering new learning opportunities that better equip people for the current climate and ecological crisis.

This year, we:

- Were awarded the Victorian Environmental and Sustainability Educator of the Year for the work of the Learning Innovation Director and program implementation.
- Increased the total number of workshops and courses offered. One course, Intro to Horticultural Therapy, tripled its delivery and participant uptake.

SCHOOL PROGRAMS: OUTREACH

Outreach Education provides professional learning to teachers in schools to embed sustainability in everything they do. We are the major provider of **ResourceSmart Schools** - one of the longest running environmental education and behaviour change programs in Australia. Our goal is for schools to have a culture of sustainability - where staff and students practice sustainable behaviours which become embedded in the school's culture and endure as staff and students continue to move through the school.

We also deliver a **ResourceSmart in Early Childhood** program - sustainable behaviours formed early in life require less behaviour change later on.

In addition to professional learning for teachers at schools and early learning centres, we offer workshops to universities, councils and businesses. We lead a regional business consortium of over 85 partners that support school sustainability programs across metropolitan Melbourne.

Our schools were able to make the following changes:

8,572 TONNES

of greenhouse gas emissions reduced

88,972 KILOLITRES

of water saved

36,653 CUBIC METRES

of waste diverted from landfill

[top] CERES Outreach partner brunch
[left & right] Urban farmers in training.

This year, we:

- Enabled schools we work with to save \$3.03 million through reducing their environmental impact.
- Celebrated with CERES schools as they won four categories at the ResourceSmart Schools Awards, including Carrum Primary School who was awarded "School of the Year".
- Continued our role as the Sustainability Partner for the New Schools Public Private Partnership.



"I learnt practical skills about sustainable gardening in a relaxed environment and it didn't matter that I was a complete beginner. This class quickly became the highlight of my week."

2019 Complete Urban Farmer participant



- Expanded our Urban Farmer course offerings to include our first regional location: Geelong.
- Designed and delivered a Spiritual Ecology Leadership Program, including a four day intensive and five month program.
- Created a new Tamil Feasts training and work experience program for asylum seekers.
- Connected community members to vocational and education pathways in the third year of our Alternative Pathways in Sustainability program. It included placements and enrolments in permaculture, horticulture and environmental education programs, volunteer positions and employment.

1,708 PEOPLE

participated in 159 workshops and 16 courses.

174 STUDENTS

participated in our horticulture and kitchen operations programs.

[top left] Mapuru Community.
[top right] CERES Global Sustainable Fashion India trip participants.

GLOBAL

CERES Global engages with issues of global equity and sustainability, linking our local community to friends and partner organisations around the world. Over the past 15 years we have established extensive, long-term friendships with urban and rural NGOs and communities in Arnhem Land, Chile, China, Cuba, India, Indonesia, Japan, Myanmar, Samoa and Timor Leste.

Each year we work with local partner organisations on environmental education, IT for social impact, sustainable and traditional housing design, sustainable agriculture, social enterprise development, community energy projects, women's empowerment, climate change resilience and community advocacy. We run both public trips and trips tailored to university study tours. In 2019 we expanded our repertoire to also include special trips for high school students.

This year we:

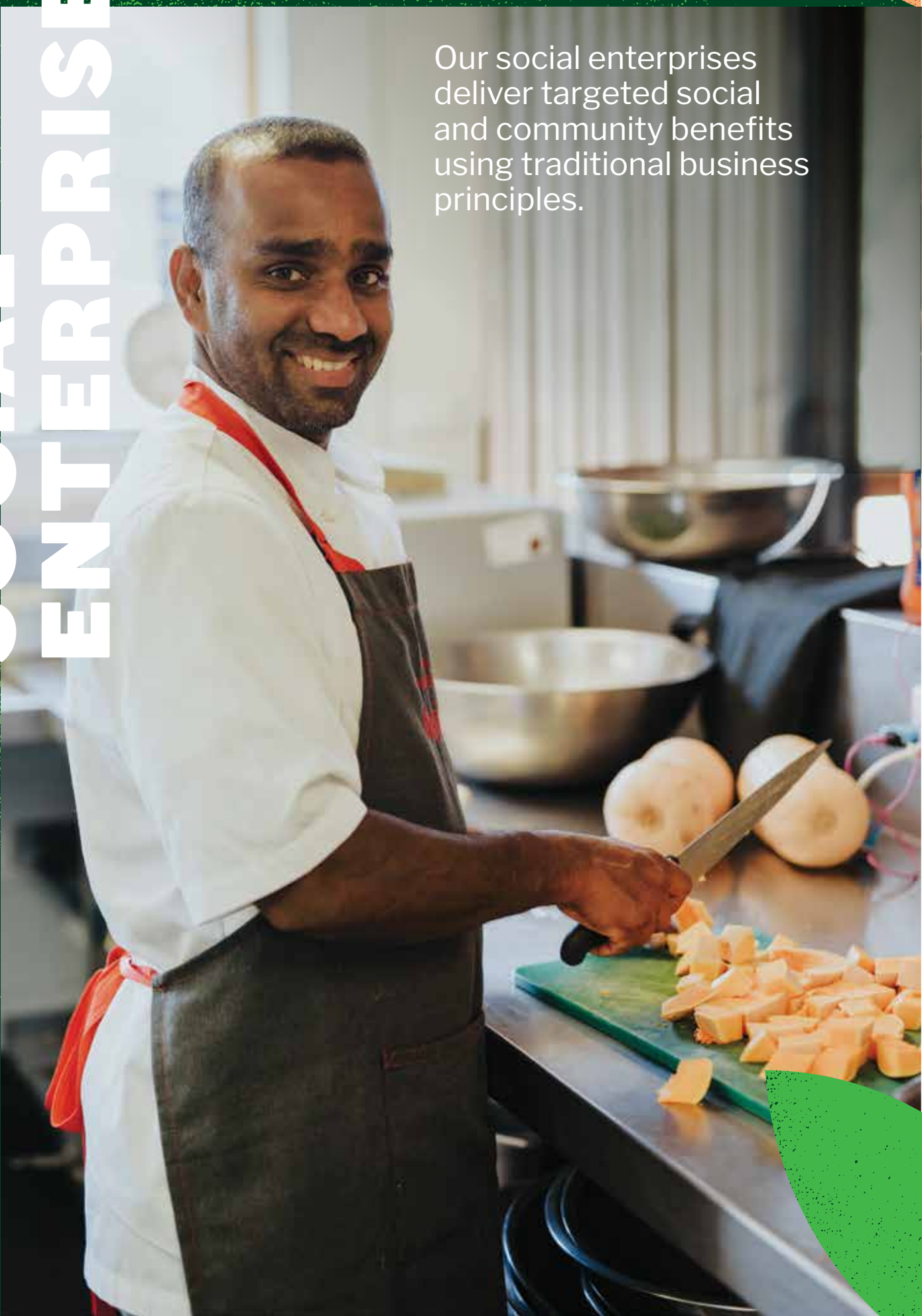
- Crowdfunded over \$13,000 for Sustainable earthquake relief projects in Sembalun, Lombok including training our local partners to set up a bamboo treatment facility as a social enterprise.
- Worked with La Trobe University students to purchase and distribute period-proof underwear to tribal women in remote Maharashtra as part of the "I am Woman Project".
- Pressed 8000 + compressed stabilised earth bricks and started building the second house to be used as teachers' accommodation in the remote village of Jamnya, Maharashtra India.
- Trained 80 people to upcycle plastic into 'eco bricks', a 100% recycled building material.
- Established a partnership to design and deliver the Victorian Young Leaders to India program to year 9 students from seven Victorian schools.

"This trip was life-changing. It has inspired me to make long lasting lifestyle changes, given me confidence for new ways of living, allowed me to remove myself from all the unnecessary attachments I had, and come back to reminding myself what is truly important in my life."

Sophia Loprete, India, April 2019

SOCIAL ENTERPRISES

Our social enterprises deliver targeted social and community benefits using traditional business principles.





CERES operates an integrated portfolio of social enterprises that help customers meet their material needs in a sustainable way, deliver sustainability outcomes, provide livelihoods for staff and suppliers and generate funds to support the park and its educational purposes.

Our social enterprises are part of the 'new economy', a movement that seeks an economy that is increasingly green and socially responsible, and one that is based on rethinking the nature of ownership and the growth paradigm that guides conventional policies.

SENVIC

SENVIC

CERES is auspicing the establishment of SENVIC (Social Enterprise Network Victoria). Our CEO is the Chair of the Advisory Board, which includes nine of Victoria's longest-standing and influential social enterprises: ACRE, CERES, The Community Grocer, GAME Traffic and Contracting, Good Cycles, Green Collect, 100 Story Building, STREAT and Social Traders. SENVIC has received financial support from Equity Trustees and the Victorian Government.

SENVIC aims to build a connected community of social enterprises, to facilitate access to learning and development opportunities, and to give practitioners an independent and collective voice. All Victorian social enterprises are encouraged to join and more information can be found at senvic.org.au.

FAIR FOOD

CERES Fair Food is Victoria's largest online organic retailer. We feed 1,250 households each week, support over 150 organic farmers, makers and suppliers, deliver to 70 Food Hosts, employ more than 45 people and incubate social enterprises such as CERES Microgreens and CERES Fair Wood. Over a third of our workers came to Australia as asylum seekers or new migrants.

This year, we:

- Became a founding retailer for Schulz Dairy's returnable glass milk bottles.
- Began collecting reusable laundry liquid refills for Resparkle and Dirt.
- Completed the redesign of our mobile-friendly website and introduced many other new shopper-friendly features.
- Increased our data collection and analysis capacity.
- Gained partnership funding to move Fair Wood into its own warehouse.

MICROGREENS

A vertical urban farm producing certified organic sprouts for retail and wholesale, as well as a training program for microgreen farmers.

FAIR WOOD

Connecting Australian farm foresters and sawmillers with socially and environmentally conscious consumers. We also educate on sourcing ecologically sustainable and ethically sourced timber.

150+ farmers, grocery makers and suppliers

100 CUBIC METRES of green waste composted

[opposite] Tamil Feasts cooking program.

[top] Fair Food team.

[middle] Heirloom tomatoes in the Grocery.

“A brilliant certified organic garden in the heart of Melbourne with great fresh fruit vegetables & great cafe.”

Christopher Downie, Google review.



GROCERY

From the heart of the CERES park, the Grocery and Cafe provides local, organic and ethical produce and groceries. With live local music, kids' play area and coffees overlooking the farm, it is an opportunity to connect with each other and the Earth whilst shopping sustainably.

As the general population becomes aware of the environmental issues that we collectively face, customers are looking for more plastic-free and bulk alternatives. This is a growth area and we are reviewing how we can make the experience of refilling more enjoyable, whilst also expanding our range of bulk and plastic free goods.

The Grocery Cafe now makes over half of the food that we sell, with the rest of the goods sourced from nearby bakeries, supporting the local community of small business owners.

This year, we:

- Served more than 100,000 people.
- Signed up 136 new CERES members at the points of sale.
- Collaborated with all CERES food system areas to provide fresh, organic produce with low associated carbon emissions.
- Initiated a waste audit and started refining our waste streams

1,467 LITRES

of bulk laundry liquid refilled peoples recycled bottles.

9,766 yoghurt frogs sold

MERRI CAFE

The Merri Cafe provides seasonal, organic and low mileage food to our customers, whilst also maintaining a selection of choices for people with dietary requirements. Working closely with CERES farmers, the Merri Cafe features weekly specials that include produce grown at Honey Lane Market Garden and Joe's Market Garden.

This year, we:

- Installed a beautiful vertical green wall garden at the Merri entrance which demonstrates a water efficient watering system.
- Partnered with a specialty waste removal company to conduct a month long trial measuring our coffee waste, and the positive effects of composting our coffee onsite.
- Collaborated with a local small business (established by a Merri barista), selling tote bags made entirely from plastic waste.
- Hosted CERES' Artist in Residence, Adam Buckland's exhibition, "Faces of CERES" including opening night celebrations.
- Co-hosted a series of Farmer to Table dinners, highlighting ethical and sustainable food producers.

140 KGS

of ground coffee diverted from landfill each month.

NURSERY

The Nursery continued to thrive this year with our usual focus on great customer service and expert horticultural knowledge. We advocate for sustainable, nature-focussed gardening and increased backyard biodiversity and encourage people to produce food with the resources that they have available.

The Nursery employs 16 staff and continues to be one of CERES' most successful social enterprises.

This year, we:

- Hosted the Gardening Australia team filming for a day in the Nursery.
- Hosted our first book launch with CERES Nursery After Hours: Talking Tomatoes with Karen Sutherland
- Increased our range of loose bulk products and now have bulk bokashi powder, liquid fertiliser, pellet fertiliser, grafting tape, and loose potting mix.
- Worked with Fair Wood to source sustainably and ethically produced wooden garden stakes, after several years of not stocking stakes due to being unable to find a truly ethical source.

39,369 BAGS

of organic potting mix sold



TAMIL FEASTS

The Tamil Feasts are lovingly cooked by four Tamil men currently seeking asylum in Australia and are supported by a coordinator and a team of dedicated volunteers. The project provides an opportunity for the men to share their cultural food heritage with the wider community, offers them ongoing employment, and raises awareness about Melbourne's asylum seeker community.

This year, we:

- Appeared on SBS Food Safari and ABC Breakfast radio
- Welcomed two Master Chef judges, Matt Preston and Gary Mehigan who feasted with us
- Partnered with over twelve different organisations to host fundraisers and raise awareness of asylum seekers issues.

1,400 KGS

of potatoes cooked up for bondas

“A great Sri Lankan crab dinner from these four legends who learnt to cook together in a detention centre, and 10 years after being first detained, are still awaiting an answer for their visa applications. Support them by going.”

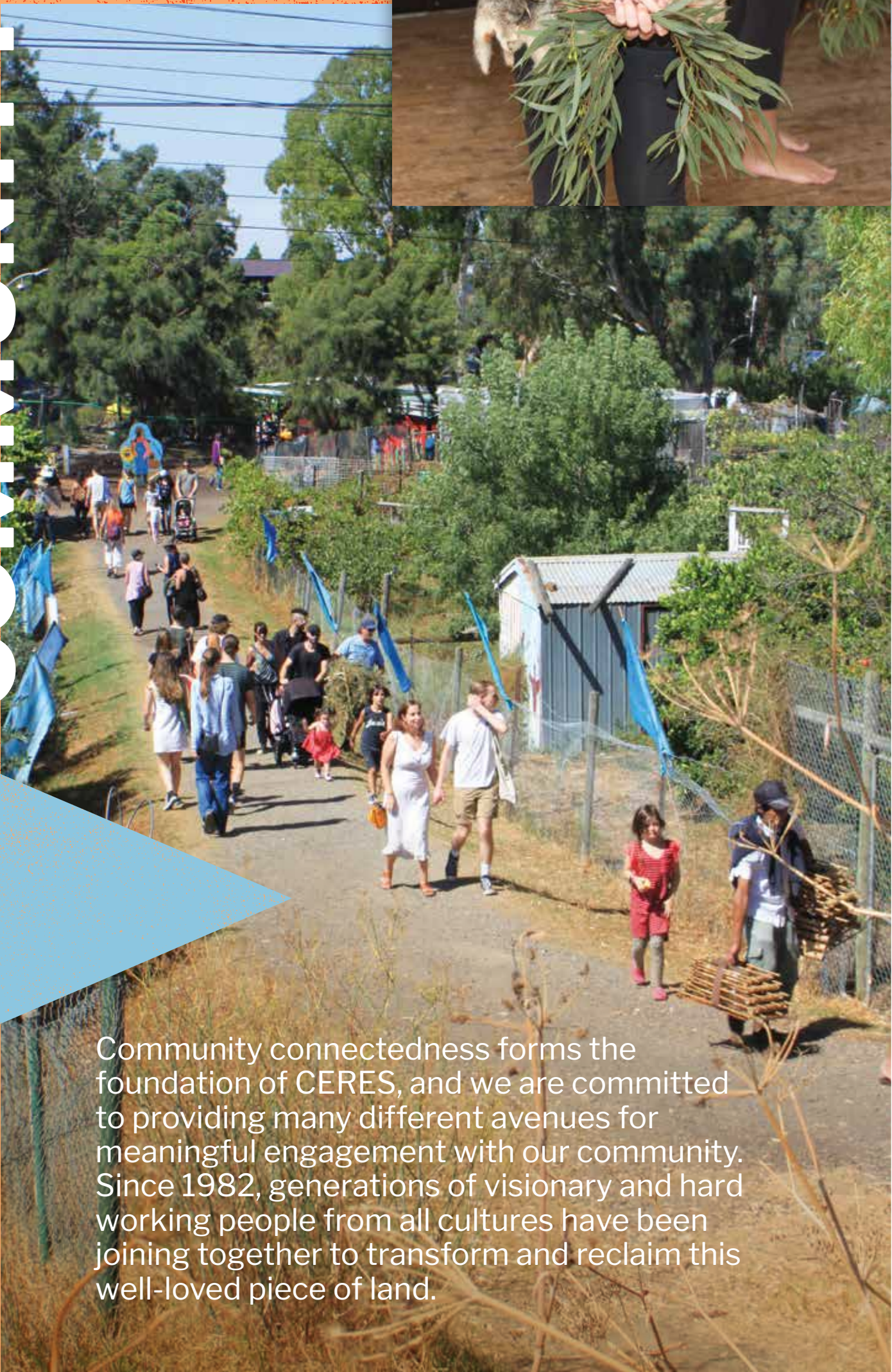
Matt Preston, Instagram August 2019

- Received a grant to deliver a hospitality training program to nine participants from different ethnic and cultural groups. These new trainees are gaining new hospitality and food business skills, access to mentors and work experience at Tamil Feasts. The program also includes the establishment of a market stall business to be trialled over eight weeks at the CERES Makers and Flea Market.
- Worked the BBQ at the Brunswick Bowls Grand Final Day fundraiser.
- Upcycled Fair Food unsold veggies into delicious curries and pickles at our feasts.
- Welcomed a Tamil Feast baby into the community. Congratulations to Niro and partner!

4,000 VOLUNTEER HOURS
helped deliver three community feasts each week.

[opposite] Talking Tomatoes in the Nursery.
[top] Fresh organic produce.
[left] Merri Cafe verandah.
[right] Tamil Feasts team.
[bottom] Thali plates at Tamil Feasts.

COMMUNITY



Community connectedness forms the foundation of CERES, and we are committed to providing many different avenues for meaningful engagement with our community. Since 1982, generations of visionary and hard working people from all cultures have been joining together to transform and reclaim this well-loved piece of land.

VENUES

The Venue Hire Team coordinates the internal and external hire of all venues at CERES and supports the planning and delivery of CERES festivals and events. With such a variety of hire spaces to manage and large number of users, from corporate to community, as well as our own workshops, the team and the spaces are a constant hive of activity.

This year, we:

- Contributed 45% of yearly venue hire at in-kind and reduced rates to the CERES community, including Site Groups, ongoing hirers and CERES internal departments.

- Fostered ongoing relationships with recurrent multi-day high-value clients in our meeting rooms - providing a place for discussion, strategy and renewal for private, corporate, government and education groups.
- Supported the delivery of two major CERES events: Harvest Festival and Beautiful Darkness, fostering deeper connections with our community and place.
- Hosted a 55% increase in Weddings at CERES, creating places for celebration, love and ritual.
- Created a new venue for special events at CERES: The Eucalypt Grove.



“CERES was the perfect location for our wedding, we loved the green location and I always pictured having our ceremony under some big trees. The one site for ceremony and reception let us have a low fuss and relaxed day. The community and sustainable focus of CERES was another big plus for us.”

Amber & Jesse, April 2019



[opposite] Harvest Festival.
[top] Kingfisher at School Strike 4 Climate March.
[middle] Village Green community event.
Photo credit Bea Shot This.
[bottom] Indonesian orchestra at Harvest Festival.
Photo credit Tim Turnball.

“It’s been a great opportunity & wonderful experience to share our culture with the community. Thank you for having the festival, the kids love it so much & they had a great time. Looking forward for the next Harvest Festival!”

Harvest Festival 2019 participant.



FESTIVALS & EVENTS

Our festivals are an opportunity for us to share our work with our community, to reflect on the seasons and our connection to the earth and to celebrate together with music, colour, food and heart.

Highlights:

- **Harvest Festival** celebrated Cultural Diversity Week and included a dance performance and Welcome to Country by Djirri Djirri dancers, cultural workshops, dance performances and special guest, Ego Lemos.
- **Winter Solstice Festival** celebrated the beautiful darkness by lighting it up with an enormous bonfire and ritual.

- **Love Stories** connected us with songs and stories of love under the stars.
- **Spiritual Ecology** showcase event shared stories of resilience and renewal from a younger generation working for the future.
- **Retrosurbia** with David Holmgren presented a thought-provoking vision for a resilient and life-enhancing, sustainable future.

In addition to the events we produced, we also hosted a huge variety of other community events including Rainbow Urban Gathering, Sounds of Africa Festival, 3RRR BBQ Day, Stacks On Festival, Where The Wild Things Are music festival, Frothlyf festival market, cultural events, weddings and birthday celebrations.

VOLUNTEERS

CERES continues to be blessed by the love and energy of our large community of volunteers who work individually and in groups across many aspects of our operations. Volunteers contribute to governance, partnership development, grant writing, communications, marketing, urban planning, site planning, architecture, landscape architecture, engineering, green technology, metal fabrication, carpentry, maintenance, propagation, farming, gardening, and much more.

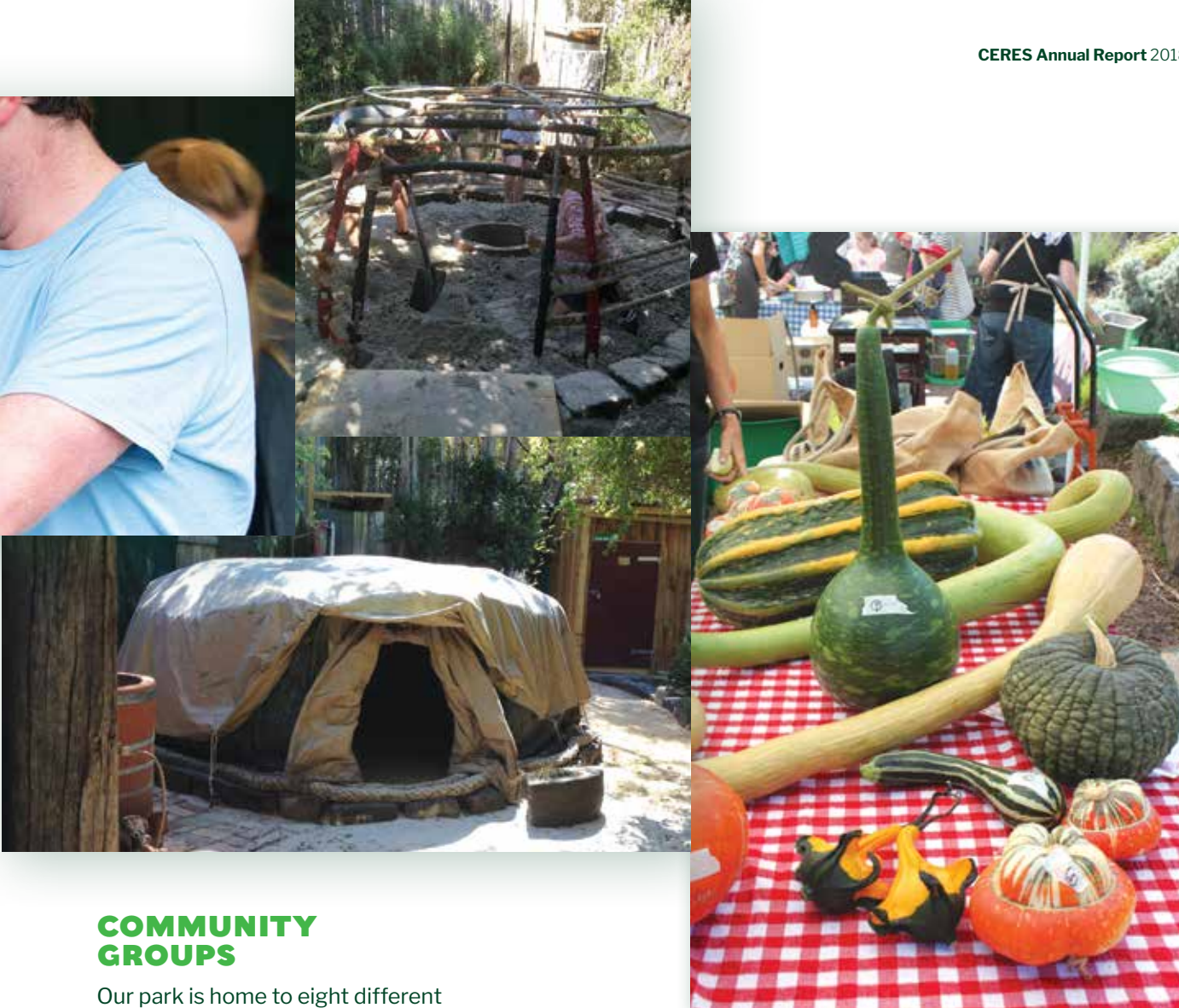
This year, we:

- Welcomed 950 corporate volunteers, who lent their enthusiasm and good will to strengthen their teams, deepen their community engagement and grow and regenerate our park.
- Engaged with volunteers to contribute to our strategic direction on CERES committees including the Carbon Policy Working Group, the Site Planning and Infrastructure Committee, the Playspace Steering Committee, the Meditation Garden Working Group, and the Community Garden Design and Implementation Committee.
- Held a thank you BBQ to celebrate the work of all our volunteers.

\$150,000

annual value of corporate volunteer program in direct contributions and labour

[top] Farmer Caitlin with volunteers.
[left] Harvest Festival performers.



COMMUNITY GROUPS

Our park is home to eight different community groups ("site groups") and many other groups who use spaces to offer classes, skill development, resource sharing and community connections. All these organisations and regular gatherings add to the diversity and complexity of our organisation.

Some of our official site groups have been with us for more than 30 years and they include:

- Bee Group
- Bike Shed
- Chook Group
- Community Garden Group
- Melbourne Zen Group
- Moreland LETS
- Sophia's Spring
- SOTEMS

Other regular groups include:

- Aozora Shokudo Japanese cultural classes
- Chant and Chai Collective
- Down to Earth Cooperative
- Makers & Flea Market
- Melbourne Insight Meditation Group
- National Electrical and Communications Association
- Rhythm Tree Family Music classes
- Shambhala Meditation
- Young Shaman Foundation

Highlights

- Community Gardens & Chook Group participated in a whole area redevelopment process which resulted in a concept design approved by all groups. This has now progressed to construction drawings and the groups are seeking funding for Stage One implementation.
- Melbourne Zen Group, in addition to their regular group meditations, undertook social action against plastic waste, supported the construction of the Meditation Garden, and held a weekend program that included walking practice along the Merri Creek, acknowledging country and Wurundjeri heritage.
- SOTEMS completed their annual working bee, refreshing the lodge for the year ahead. Members continued to volunteer time, welcoming 115 new attendees per month.

[top] SOTEMS sweat lodge.
[right] Giant Veg competition..



COMMUNICATIONS

Communications Team continued to support the good work of all the different areas of CERES by ensuring the stories that demonstrate our impact are shared with staff, supporters and wider public.

We started off the year with a new logo, brand architecture and colour palette to help us tell a unified story of CERES' diversity, vitality and creativity. A fresh face and renewed narrative allowed us to continue speaking with a confident voice to an ever-growing community.

Updated signage, merchandise, website and social media pages have been rolled out throughout the year, and with the help of the Communications Team, projects such as the Playspace and the Meditation Garden will continue to attract interest and funding. We also worked closely with teams to support fundraising and grant writing efforts, media, PR and graphic design.

PARTNERSHIPS

Our 200+ different partners include individuals, community organisations, all levels of government, corporate organisations and industry. These relationships bring about mutual benefits and vary from in-kind supporters, program co-deliverers, grant givers and philanthropic trustees.

All of our partners are important and assist us in delivering our mission. In this Annual Report we would like to acknowledge our financial and in-kind partners.

Partnership highlights include:

Local Government

Moreland City Council

Ongoing funding and in-kind support for a wide variety of governance, site development and operational matters

Darebin City Council

3 year partnership funding to move Fair Wood into its own warehouse

Victorian Local Government

Continued partnerships with over 15 local governments to provide teacher professional learning and sustainable facilities management to schools in each locality.

[top] Winter Solstice entry gate. Photo credit Tim Turnbull.

[middle] Urban Orchard.

[bottom] Corporate Volunteers helping out in Honey Lane.

State Government

Department of Jobs, Precincts and Regions

Funded delivery of SENVIC (Social Enterprise Network Victoria)

Department of Premier and Cabinet

Funded Tamil Feasts Training and Work program and Spiritual Ecology Leadership Program

Department of Education and Training

Funded the Student Environmental Leadership Program, Victorian Young Leaders India program, and subsidised Adult Learning programs

Department of Education and Training & Perpetual

Funding to design a new learning strategy, and invest in the development of new courses

Pick My Project

Funded new playspace design and development



Sustainability Victoria

Continued our ten year funding partnership to deliver the ResourceSmart Schools program to over 300 schools

Sustainability Victoria & Foresters Group

Funded Fair Food with a combined grant/low interest loan to upgrade our ecommerce website, build a vertical microgreens farm and relocate an industrial cool room from our previous warehouse

Department of Health and Human Services, Department of Social Services and the National Disability Insurance Agency

Funded our Youth and Adult day service program for people with a disability. We transitioned from state to national funding this year

Other

Australian Energy Foundation

Assisted the upgrade of the EcoHouse

Catholic Education Melbourne

Continued as a strategic partner to provide teacher professional training in Catholic schools in metropolitan Melbourne

Holding Redlich

Pro-bono legal support

Inner North Community Foundation

Funded Career and Education Pathways in Sustainability program, and supported us through the CERES sub-fund

John Laing Charitable Trust

Funded new solar arrays for the Grocery and Merri Cafe

National Landcare Program

Support for Microgreens vertical garden

Seesaw

Pro-bono rebranding

SENVIC founding members

100 Story Building, ACRE, The Community Grocer, GAME Traffic & contracting, Good Cycles, Green Collect, Social Traders, STREAT

Other partners and supporters include:

Aboriginal Community Elders Service (ACES) | Aoracreo | Apne Aap Education (India) | Arnhem Weavers | Arts Victoria | ATEC Biogas | Australian Government Department of Foreign Affairs and Trade | BDC Group–Frank Cichello | Brunswick Bowls Club | Community Development Centre (Indonesia) | Connecting Up | Corena | Custom Vertical Gardens | Melbourne Zen and Sophia Spring | Daikin Australia | Darebin Council | Data Runs Deep | Delta Energy Systems | Design2Thrive | Environment Education Victoria | Fifteen Trees | Geography Teachers Association Victoria | Hepburn Wind Community Energy | Holden Street Neighbourhood House | Initiatives of Change | ICT International | Kangan Institute– Bendigo | Laidlaw & Laidlaw Design Landscape Architects | LaTrobe Wildlife Sanctuary | LaTrobe University | LendLease | Monash University | Murgoo Constructions | Merri Creek Management Committee | Permatil (Timor) | Poutasi Development Trust (Samoa) | Reground | Renault Australia | Rightwire Electrical | RMIT University | Social And Citizenship Education Association Australia | Salt and Fuessel | Satpuda Vikas Mandal (India) | Social Traders | Swinburne University | Tonic Consultancy | The Social Food Project | Victoria University | Wurundjeri Council | Westpac | Worcester Polytechnic Institute | Zoos Victoria

We would like to thank everyone who has shown their support to CERES this year, including our regular donors, all those who gave to our Annual Appeal, and those who contributed to our bequest sub-fund. We couldn't do it without you.

FARM & HABITAT

The CERES park is an oasis of difference in inner city Melbourne. We aim to demonstrate food systems, innovative landscape design, emerging ideas, ecological building practice and green technology for community learning.



Our Farm team propagates, plants, grows, harvests and sells locally grown organic produce.

Our Garden team is responsible for the maintenance of all garden spaces in the park except the farm and the community garden plots.

Our Habitat team utilises specialist skills in building and maintaining services and green technology to support a diverse collection of park uses and demonstrations.

All these teams engage groups of corporate and community volunteers throughout the year to achieve their outcomes.

ORGANIC FARM

Our community food system is one of the key features of the park. Covering around a quarter of the park's footprint, we aim to demonstrate how an urban city farm can anchor such a system and contribute to the local economy by providing an ethical marketplace, employment and opportunities for farmers, producers, teachers and food workers in an environment where we can celebrate the harvest.

Our community food system consists of:

- Honey Lane Market Garden
- Joe's Market Garden
- Seedling Propagation
- Food Forest
- Chooks
- Urban Orchard project (managed by Urban Orchard members)
- Bee Hives (managed by the Bee Group)
- Microgreens

It also supports all of our social enterprises

This year, we:

- Supported education and training programs by providing tours, professional development staff sessions and guest speaking.
- Delivered sustainable agriculture specialist tours to visiting groups including international guests from Japan and Korea.
- Contributed to the Deep Winter Agrarian Gathering conference in South Australia and Dumbo Feather Farming Festival in Mornington Peninsula.
- Hosted a scarecrow building competition, giant vegetable competition, talks and tours at Harvest Festival.
- Built eight new raised garden beds to expand the farm growing area.

28,812 EGGS

sold through Grocery

30,000 PUNNETS

of veggie seedlings sold

34 DIFFERENT VARIETIES OF TOMATOES

propagated including Banana Legs, Nebraska Wedding, Jaune Flamme, Black Truffle

[opposite] Wind turbine.

[opposite right] Chooks help with excavation work.

[middle] Farmer Caitlin takes a tour.

[bottom] Bee Group hive.



JOE'S MARKET GARDEN

CERES Joe's Market Garden (Joe's) is a one hectare market garden located just north of the main park, along the Merri Creek. Joe's has been continuously farmed for the past 150 years, and grows produce for Fair Food and the Merri Cafe. It operates a popular farm gate stall every Saturday, and during the week community and corporate volunteers come to connect to the land and help out.

Highlights this year included regular "weed dating" events, workshops and Murnong planting with Wurundjeri Tribe Council.

GARDENS

Permaculture principles are used in the design of the gardens, which consist of a combination of indigenous, native and culinary plants. The team is also responsible for the management and maintenance of several energy, water and waste systems such as composting, worm farms and irrigation.

Over the course of the year more than 3,000 plants went into the fertile soil of this once barren landscape. These included annual and perennial food plants along with many indigenous and native species.

This year, we:

- Continued our focus on increasing wildlife habitats throughout the park by introducing more indigenous plant species to the gardens. We have also begun tracking biodiversity across the site including but not limited to bird, reptile, mammal populations along with the diverse array of life beneath our feet in the soil.
- Expanded the CERES compost system capacity.
- Began work on increasing areas of the gardens for future events such as wedding ceremonies and similar private gatherings.
- With the help of CERES members, added a large garden bed in the main entry courtyard, dedicated to the Roman Goddess of agriculture and fertility - Ceres.
- Established a dedicated bushfood garden and native sensory garden with assistance from many young hands over a school holiday program.



[top] Joe's Market Garden.
[middle] Happy hens.
[bottom] Giant Veg competition winner.
 Photo credit Tim Turnball.



[top] New solar on Merri Cafe.

[left] Village Green in spring.

Photo credit Indie Ladan.

[right] Building the Meditation Garden.

MAINTENANCE & CAPITAL WORKS

Our Habitat Maintenance team maintains the 'ruggedness' and uniqueness of the park while also ensuring the safety and inspiration of our visitors. We focus on designing and implementing sustainable technology demonstrations in energy, waste and water, repairing and maintaining buildings, gardens and paths, hard landscaping works and waste management.

Capital works projects are undertaken throughout the year to ensure vital upgrades are completed across the park.

Special projects this year included:

- **Solar** - Installed 45kW of solar panels across the Human Powered Classroom, the Grocery and the Merri.
- **Biogas** - Trialled the first installation in Australia of a specialist biogas system. This digester is buried half underground to reduce the variation in temperature within the unit, which assists the bacteria to function throughout seasonal fluctuations.

- **Meditation Garden** - Supported the development of the Meditation Garden. This is a community designed and constructed project with fortnightly working bees that are embedding good spirit and hard work into the garden. Habitat Team assisted with construction of the feature entry, several stone garden beds and the rain garden underground water distribution system.
- **Playspace** - Consulted, designed and started building 'Terra Wonder', a recycled adventure playground exploring the most epic ecosystem on our planet. Earth, soil, dirt, mud - that brown crumbly stuff under your feet supports life on earth, but we barely give it a second thought. Scaled up 500 times, this will be a playspace where tiny soil building creatures are taller than us, and a wood-crushing millipede is the size of a bus.

"We focus on designing and implementing sustainable technology demonstrations in energy, waste and water, repairing and maintaining buildings, gardens and paths, hard landscaping works and waste management."

ENVIRONMENT

At this time of climate and ecological emergency, it is important that we have a clear framework to rapidly improve our organisational performance, and work with our community on collective responses.

Inspired by the growing efforts of humans to mitigate climate change, this year we have made an overall reduction in our emissions, however we have not achieved our target. Instead we have been humbled at the enormity of this task, and our attempts to attain greater progress.

In 2017, we developed our Environmental Management Plan (EMP 2017-2020) to include targets in energy, waste, water and biodiversity. The primary and most ambitious goal of EMP (2017-2020) is a **40% reduction in carbon emissions by 2020**, in line with the CERES Carbon Budget Policy. Working from baseline measurements in EMP (2014-2016), we set targets to reduce our impact over the next three years in an Action Plan.

Unfortunately, we are not tracking to our targets. This has been disappointing considering environmental sustainability is CERES's purview. However, we see the last three years as a necessary learning curve. More than ever we understand that we cannot continue business as usual, when our business is so focussed on caring for the earth.

To achieve our targets we first need to adequately monitor, and understand our resource use. On that front we have made gains. This year we engaged a Sustainable Resource Manager to assist and it was found that there were a number of discrepancies in our baseline data and therefore the targets we set.

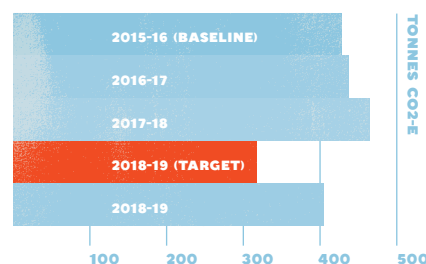
This report is adjusted both in terms of targets and historical data, based on revised information.

CARBON EMISSIONS

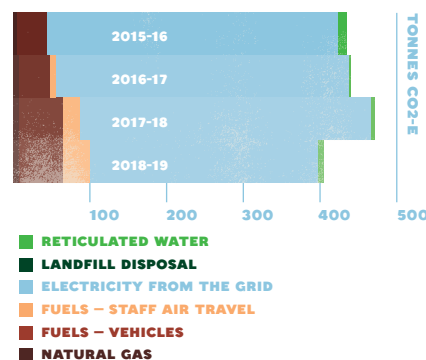
For the first year in the EMP 2017-2020 period we have decreased our emissions overall. We emitted the lowest amount of carbon dioxide equivalent gases for the last four years. This is because of our reduction in electricity drawn from the grid. Electricity is the largest of our scoped emissions so increasing our solar generation onsite has significantly affected our overall emissions.

We have made improvements in our emissions calculations. The figures have changed and are now more accurate.

Carbon Emissions from electricity, gas and travel



Emissions Break Down

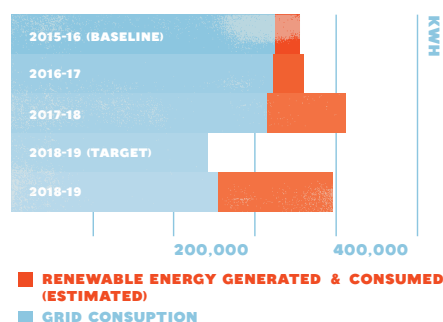


ELECTRICITY

Electricity purchased from the grid has decreased significantly from the previous year, and while we have not reached our target, we have made gains in the general trend. This decrease is due to the solar arrays installed at Fair Food in the previous financial year, as well as the latest solar arrays on the Human Powered Classroom, the Chook Shed, and on the Merri Cafe installed in late 2018. However there is also a small decrease in overall consumption due to behaviour change efforts.

Our Electricity data was accurate as we reported it. There are some minor changes that have come from the supplier.

Electricity Use

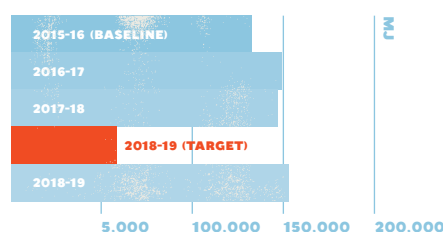


GAS

The gas consumption has increased in the last year. This is due to more activity in the EcoHouse which has increased the use of heating, as well as the Organic Grocery switching from outsourced pies and warm pastries on their lunch menu to making them all inhouse. We are still in the process of switching all of our gas appliances out, and this should eliminate gas usage altogether within the next few years.

The discrepancies in our gas monitoring data was significant. These discrepancies caused our initial targets to be substantially incorrect. These have now been amended.

Gas Use

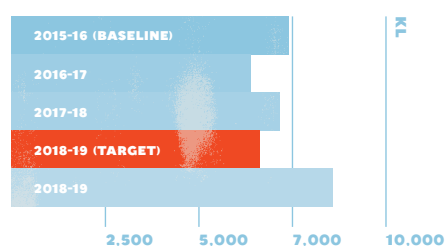


WATER

Our water consumption has increased this year. Our targets in this area has proved difficult to achieve. Food growing is our primary water use at CERES. As food growing depends on rainfall during the last year we used more than usual. The 2018/2019 summer was the warmest on record, and rainfall was below average we used more water than anticipated.

There were also incorrect data in the last report suggesting that our water use went down and hit our target. This has been amended.

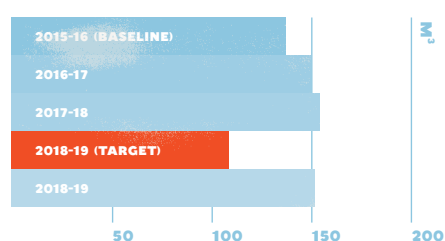
Water Use



WASTE MANAGEMENT

Our waste going to landfill has reduced this year, although we have not reached our target. We are currently conducting comprehensive waste audits on each of our areas. This process will enable us to better understand our waste and will allow us to make changes to how much waste we produce. We are dedicated to going waste free by 2025, and expect that the effects of these audits and behaviour change campaigns to be obvious in our next round of reporting.

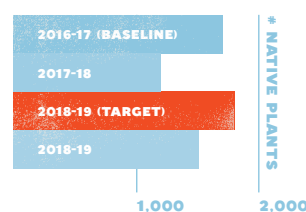
Waste to Landfill



BIODIVERSITY

We have planted approximately 1500 native plants onsite this year, which is more than the previous year. Planting this year continues to focus on encouraging native birds by providing suitable habitat to dissuade introduced species. We have not reached our target, however this does not reflect a lack of biodiversity. We are working on implementing more effective measures for this area. We hope to introduce a range of measures that provide better insight into the intricacies of the interactions between our actions, habitat, climate, and plant and animal life generally at CERES.

Native Planting



We are using this final year of the EMP 2017-2020 to gain insight into our resource usage trends to find the most impactful areas to focus on. We will be revising both our EMP and Carbon Policy in 2020, and with accurate data as well as a dedicated staff member to assist with reporting, we will set ambitious targets with comprehensive blueprints to achieve them.

GOVERNANCE

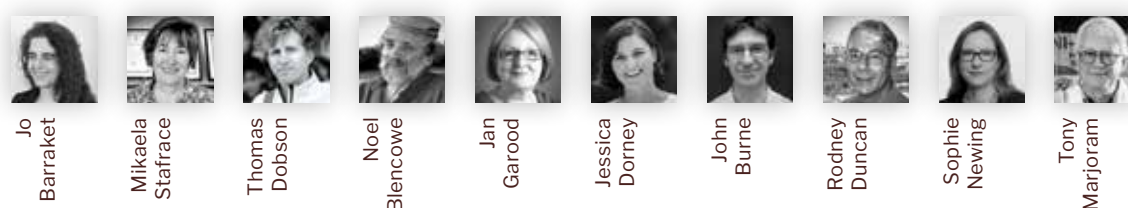
CERES is a not-for-profit organisation and is managed by a voluntary Board with representatives elected from the membership. The Board appoints a CEO to oversee the activities of the organisation. CERES activities are divided into six portfolios, each with a Director, and Managers who oversee each enterprise and project.



OUR PEOPLE

CERES Board

Committee Members (Board of Management) in office at any time during the financial year ended 30 June 2019:



	Position held at 30/06/2019 or Resignation	Resigned	Appointed	A	B
Jo Barraket	Chairperson			10	12
Mikaela Stafrace	Deputy Chairperson		Nov '18	6	7
Sarah Houseman	Deputy Chairperson	Nov '18		4	5
Thomas Dobson	Treasurer			11	12
Noel Blencowe	Secretary			10	12
Cinnamon Evans	CEO			11	12
Greg Dickson	Site Group Representative	Jul '18		1	1
Jan Garood	Site Group Representative		Jul '18	11	11
Jessica Dorney	Moreland City Council Council Representative			7	12
John Burne	Staff Representative			9	12
Rodney Duncan	Community Representative			10	12
Sophie Gaballa	Community Representative	Oct '18		0	4
Sophie Newing	Community Representative			9	12
Tony Marjoram	Community Representative		Nov '18	7	7

A - Number of meetings attended

B - Number of meetings held during the time the director held office during the year

Executive Team



Cinnamon Evans
CEO



Melissa Lawson
Food Systems &
Engagement Director



Sieta Beckwith
Narrative Director



Lorna Pettifer
Learning Innovation
Director



Nick Curmi
Built & Natural
Environment Director



Nicolas Porter
CFO



Chris Ennis
Business Innovation
Director

Managers

John Burne - Infrastructure

Jane Burns - Outreach Education

Luisa Cardamone - Training

Laurel Coad - Nursery

Shane French / Chloe Horner -
Excursions & Incursions

Cass Froese - Venue Hire
& Events

Sally Kennedy - Merri Cafe

Karen Kershaw - People
& Culture

Emma McCann - Tamil Feasts

Beck Morley - Grocery

Nola Pollard - Fair Food

Adrian Richardson - IT

Pete Smythe - Fair Wood

Meg Stewart - Propagation

Ben Walta - Global

93 EQUIVALENT FULL-TIME STAFF

267 people

THOUSANDS OF VOLUNTEERS

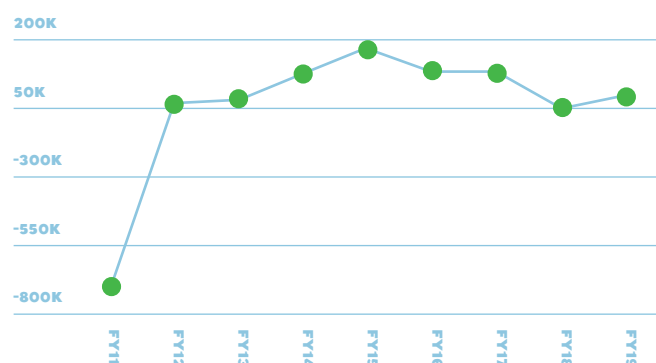
ASSETS AND LIABILITIES STATEMENT AS AT 30 JUNE, 2019

	2019 \$	2018 \$
Assets		
Current Assets		
Cash and Cash Equivalents	1,359,422	934,744
Accounts Receivable	365,666	291,104
Inventories	450,362	385,592
Prepayments	54,420	73,152
Total Current Assets	2,229,870	1,684,592
Non Current Assets		
Buildings, Plant and Equipment	4,274,596	4,254,947
Total Current Asset s	4,274,596	4,254,947
Total Assets	6,504,466	5,939,539
Liabilities		
Current Liabilities		
Accounts Payable and other Payables	904,603	894,515
Provisions	584,157	571,751
Borrowings	24,325	23,142
Hire Purchase Commitments	77,448	95,378
Income in Advance	1,001,104	484,399
Total Current Liabilities	2,591,637	2,069,185
Non Current Liabilities		
Provisions	92,018	57,904
Borrowings	73,059	98,594
Hire Purchase Commitments	158,787	193,291
Total Non Current Liabilities	323,864	349,789
Total Liabilities	2,915,501	2,418,974
NET ASSETS	3,588,965	3,520,565
Members' Funds		
Retained Surplus	3,588,965	3,520,565
TOTAL MEMBERS' FUNDS	3,588,965	3,520,565

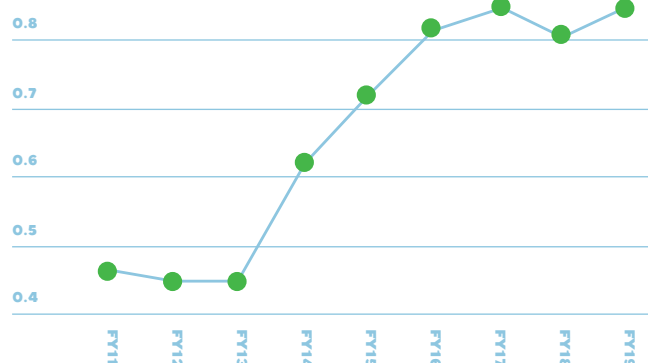
INCOME AND EXPENDITURE STATEMENT FOR THE YEAR ENDED 30 JUNE, 2019

	2019 \$	2018 \$
Revenue from Ordinary Activities	14,425,380	12,863,315
Expenses from Ordinary Activities before Depreciation	14,070,821	12,580,656
Surplus from Ordinary Activities before Depreciation	354,559	282,659
Depreciation	321,128	281,847
Surplus / (Deficit) from Ordinary Activities after Depreciation	33,431	812
Grant Funding for Capital Improvements	34,969	156,265
SURPLUS FOR YEAR	68,400	157,076

Surplus / (Deficit) from Ordinary Activities after Depreciation



Working Capital Ratio



TREASURER'S REPORT

FY19 was a challenging year for CERES from a financial perspective resulting in a net surplus of \$68K (down from \$157K in FY18). Growth in some of our enterprises was not as strong as we had hoped for, although overall we still achieved 11% growth year on year.

Our working capital position and current ratio improved despite the lower net surplus but again our

margins are tight as we haven't directly passed on all cost increases via higher prices as we know we service more price sensitive customer groups.

Our financial position and performance are reviewed more closely and in a more timely manner than ever before and we are aligned with our managers in our commitment to improving CERES' financial resilience.

CERES continues to deliver positive social and environmental impact for our community and we thank everyone for their contribution to our financial sustainability.

Thomas Dobson, Treasurer
& **Nicolas Porter**, Finance Manager

CERES is an environmental education centre, urban farm and social enterprise hub located in Melbourne, Australia.

Since CERES was established in 1982, the efforts of many groups, staff and volunteers have transformed the site. Once a desolate wasteland, today CERES is a place of nature and beauty, inhabited by a vibrant and diverse community. It is a place where almost 500,000 people come each year to share ideas about living well together, and directly participate in meeting their social and material needs in a sustainable way.

We reach many more people through our education outreach programs, grocery delivery service and international partnership programs.

Through social enterprises, education and training, employment and community engagement, CERES provides the means by which people can build awareness of current local and global issues, and join in the movement for economic, social and environmental sustainability.

ABOUT



GET INVOLVED

In order to continue our work in environmental education, building community, providing research and practical solutions for climate change and regenerating our land, we rely on the support of our community.

There are three key ways you can support CERES:

- **Donate**
ceres.org.au/donate
- **Become a member**
ceres.org.au/membership
- **Volunteer**
ceres.org.au/volunteer

Thank you for your love and support!



CERES

CERES
Community Environment Park

Corner of Roberts
& Stewart Streets,
Brunswick East VIC 3057

phone +61 3 9389 0100
email ceres@ceres.org.au
web www.ceres.org.au

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