



Annual Report

2015-2016

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Message from the Director

It's hard to believe that only one year ago, Climate for Change had not facilitated one gathering. We hadn't written the content; we didn't even have a Program Manager!

Now, at the time I am writing this (just a couple of months after the end of the year that this report celebrates), we are an organisation with three paid staff, 32 trained facilitators, and an ever growing team of committed volunteers. We've facilitated 64 gatherings, reaching 419 people, with an overwhelming response that they feel better able to do something effective about climate change.

Because of the exponential nature of our model, the majority of our gatherings have actually happened in the last three months (two of which are not covered by this report). Two of our three staff have also joined after that financial year. However, this incredible growth over the past few months is only possible because of the groundwork done during the 2015-16 financial year by this dedicated team, mainly volunteers, who fundraised, ran focus groups, did practice gatherings and trialled different content and processes, feeding back to us what they learned and then trying something new.

After this year of research and development we have strong content and processes and a team of capable facilitators able to deliver gatherings on a regular basis. We are now in an excellent position to build upon that R&D to pilot our model in full operation over the year to come, including rolling out our post-gathering Pledge and Communities for Change to enable people who come to our gatherings to have a lasting impact long after the initial gathering.

Over the coming year, our goals are to:

- 1) Fine tune our content and processes to reach our optimal operating capacity;
- 2) Ascertain the full potential reach of our gathering model;
- 3) Develop a strategy for where, how and with whom, to roll out our model around Australia
- 4) Develop a 'manual' and training for replication/franchising the model elsewhere.

What we have achieved this year is also only possible because of the incredible support from over 850 donors, who through gifts of between \$5 and \$500 towards our crowd funders and appeals, at gatherings and through regular giving have provided 85% of our funding over the past year. It is extremely unusual for a nascent organisation to be able to hire three staff on the basis of donations such as these. It is a testament to the passion, ability and drive of all involved in our organisation, but also to the fact that there is a desire amongst ordinary Australians to have better conversations about climate change and, in so doing, to mainstream the issue and the urgency and scale of the solutions necessary to keep our home habitable for the majority of species on this planet, including human beings.

Finally, none of this would have been possible without generous support from Australian Geographic and the City of Yarra. Whilst the smaller donations we have received from all our supporters make up the majority of our funding, Australian Geographic's sponsorship of our work and the City of Yarra's Small Grant came at a critical time, allowing us to plan and proceed with confidence knowing that we had security of funding for critical months in our early development. We would not be here today without that support.

Over the past two years, our activities built a strong foundation from which to be doing groundbreaking work in terms of engaging new audiences and building the social climate for effective action on climate change in Australia. Thank you to everyone who has been part of this so far, I look forward to creating the Climate for Change we need with you!

Message from the Chair

Climate for Change this year has moved from foundation setting, through testing, and now firmly into the realm of growth.

The organisation has done an amazing job with great model design and evaluation, so critical in movement building and change making work. Additionally we've tested, evaluated, reviewed and refined that model again and again to make sure it really is going to achieve our mission, through our theory of change. The cumulation of this of course is seeing real gatherings in the wild, a momentous achievement in anyone's books.

But of course any organisation is only as good as its people. We've had some amazing staff and volunteers join our crew this year, building up our ranks as program managers, fundraisers, communications experts, facilitators, bookkeepers, content creators and a host of other roles. Of special note was the fundraising fellowship program which did an amazing job of our most recent crowdfunder, allowing us to employ two paid staff. Thank you so much to all of our volunteers and staff for their phenomenal contribution over the year.

As we move into the new year, it makes me incredibly excited to start seeing some of the results coming out of the gatherings. Our model and organisation is built for a purpose - to create the social climate for effective action on climate change - and it's incredible to see some evidence start to appear.

Of course specific congratulations goes out to Kat for her tireless efforts and inexhaustible passion for this organisation, its people, the broader movement and ultimately the cause itself. Thank you Kat!

So here's to the coming year, to the fruition of so much work, and to scale.

About Climate for Change

Climate for Change is a volunteer-powered, not-for-profit organisation on a mission to create the social climate for effective action on climate change.

We know that in order to stop global warming, humans need to make some huge changes very quickly. We know solutions are available and could be rolled out straight away if we chose to.

But what will we choose?

The choice to stop climate change will only happen when enough Australians demand and support that choice - when there is a climate for change.

We know social change happens when people have conversations with people they trust. So our plan is to facilitate face-to-face conversations about climate change with enough people to shift the social climate around climate change by 2019.

How do we do it?

We've taken the party-plan model and adapted it to enable deep, transformative conversations about climate change to happen at scale.

We start with a host, who invites friends to a gathering. We send a trained facilitator to present information, answer questions and facilitate a conversation about what it all means and what we can do about it.

At the end of the conversation, we invite guests to join us in taking regular climate change action and to have ongoing conversations about what we are doing. We support them with tips, tools and resources to do so and also invite guests to host their own gatherings with their friends. In this way we can grow the number of conversations we have exponentially, potentially reaching hundreds of thousands of people in just a few years.

Focus Groups

In August and September 2015, Climate for Change ran a series of focus groups. We had two aims: to hear what people thought about climate change; and to test out the process of hosting groups in people's homes. It was the moment when our idea became reality.

We ran seven 'gatherings', with a total 45 guests. We wanted to understand people's existing attitudes to climate change, so we asked our hosts to keep the topic a mystery from guests. At each gathering there was a facilitator and a scribe – both remained neutral and didn't give their

own opinion on a given topic, but provided questions that encouraged further discussion when necessary. Each event included a short survey and a 1.5 hour facilitated discussion.

What we learned

In short: running these focus groups showed that the Climate for Change model can work. People reacted positively to the format, cared about climate change, wanted to act, and felt the need for better information and support. It allowed us to gauge how accurate our expectations had been regarding people's existing opinions, level of knowledge and their likely reaction to the format.

Expectations confirmed:

- **People care:** whether or not they think about or take action on climate change, even if they're not certain it's caused by humans, they care.
- **People enjoy discussing 'big' issues** with people they know and like.
- **We could reach people who were not previously that concerned about climate change.**
- **It was not difficult to keep the conversation going.** Once people started talking about climate change the conversation flowed quite naturally.
- **Conversation is a powerful tool** - even without giving any information, these focus groups served to make people curious to know more and motivated to do something about climate change. They left engaged and motivated.

Expectations busted:

- **People don't want or need more information:** most participants felt that they wanted more information about climate change. They said they didn't know where to find 'good' information. At the same time, people expressed confusion at all the diverse and ad hoc information they come across. 'Good information' was therefore, a resource that would put all these ad hoc pieces together in a way that made sense.
- **People know what climate change is:** very few people were able to describe, off-the-cuff, how climate change works.
- **People would dwell on the problem:** quite often, even before we asked questions about the solutions to climate change, the conversation started to turn towards what people can do about it.

These findings were used to develop the content of our first gatherings and the way we structured and ran them.

Conversations for Change

Our biggest achievement this year has been the establishment of Conversations for Change - our in-home gathering program.

Money from our crowdfunder in April 2015 allowed us to hire Chris Jensen, who started with Climate for Change in September and spent a productive six months, writing content (including a video), developing training, recruiting facilitators and training. Our pioneer facilitators: Robyn Erwin, Oli Moraes and Susannah Raffe along with Chris and our Director, Katerina trialled the model and initial content over ten gatherings in October and November.

Even these first gatherings were remarkably successful, with an average of three people at each gathering indicating they would like to host their own. Feedback from one host, recently was that: "I've been truly surprised by the lasting impact of my gathering amongst friends who were previously silent on the issue - we are still talking about it nine months on!"

As practice gatherings, however their main purpose was to test aspects of the model and content. Feedback from participants and facilitators was then used to improve our content and processes for another round of practice gatherings running from March to June 2016.

Chris returned to Singapore in March. Before he left, he improved upon our gathering content, processes and facilitator training and trained another 13 facilitators. Zey Basarin took over the Project Manager role and supported facilitators to present at 20 gatherings, attended by 148 guests. The majority of these gatherings took place in June, when we were able to facilitate a gathering every three days on average.

This second round of practice gatherings consolidated our learning in terms of content that resonates with our audience and training and processes that make the model successful and replicable at scale.

This action research and development process has allowed us to develop our Conversations for Change program sufficiently to pilot it from July 2016 to June 2017. Starting with a team of 23 facilitators, the pilot aims to fine tune the model to its optimum operating level from which we can:

- 1) Fine tune our content and processes to reach our optimal operating capacity;
- 2) Ascertain the full potential reach of our gathering model;
- 3) Develop a strategy for where, how and with whom, to roll out our model around Australia
- 4) Develop a 'manual' and training for replication/franchising the model elsewhere.

Training

In addition to supporting facilitators to achieve these remarkable results, Zey established a modular training program. This rolling training program allows new facilitators to start training within a week or two of expressing their interest to ensure that their excitement is harnessed and there is a pathway to develop their passion for helping others engage with climate change.

In understanding the constraints and possibilities of our model, we have worked to provide a high quality entry point into taking significant action. We have removed barriers to becoming a facilitator, for example, there is no application or interview process. Instead, we have built qualification and suitability assessment into the training program. This means we provide anyone who is inspired to learn more about becoming a facilitator, the opportunity to channel their enjoyment of connecting with others into purposeful actions for the community.

All 'new facilitator' training builds confidence and capability to facilitate effective and moving conversations. Zey has also trained a team of our existing facilitators to become trainers, which has allowed us to increase our capacity to support more and more Conversations for Change.

Once new facilitators are trained, they receive monthly ongoing training, along with the existing facilitator team. These monthly trainings are designed to provide a space to reconnect, learn from the most recent Conversations for Change and to bring in various speakers to deepen facilitator skill and knowledge. Monthly trainings are open to all Climate for Change volunteers and those checking out Climate for Change. We have received feedback from attendees that the consistent support they receive in monthly trainings is meaningful and important in keeping connected to the issue.

We have started a buddy system for facilitators to support one another and, as Climate for Change reaches more and more people, this will expand into a mentor program from which future team leaders will develop to support the growing facilitator team.

Facilitator Profile - Nicole Robertson

What made you sign up to be a facilitator with Climate for Change?

I, like so many people, spent a lot of time feeling overwhelmed about climate change. I didn't know what to do and felt completely powerless. But I experienced a few things last year that made me feel that I needed to do something.

I drove from Melbourne to Cairns and back again in a month, living out of a tent. The people I met on that trip, and the stories they shared with me – about how climate change was already affecting their lives – really brought the issue home. The problem of climate change, which up until this point had been distant and far away, on pacific islands or frosty glaciers with sad polar bears sitting on them, was brought home in a big way: it is happening now and it is happening here in Australia, my home.

I got into some serious reading about climate change and realised that there are people all over the world standing up to fight for positive change. This was very powerful for me; I realised that I didn't have to deal with the whole thing on my own. I found out about Climate for Change and immediately signed up to be a facilitator.

What was the Climate for Change training program like?

Spending time training with people who care about this as much as I did was relieving, for a start, but also empowering and encouraging. Being a facilitator is a chance to see that most people really do care and want to do something to help, but like I was, they are overwhelmed by the apparent immensity of the problem. Coming together in a space where people feel comfortable talking about how this affects them allows people to connect with the issue and make a decision to act, and this is the response we get from the majority of people – what can I do? When do we start?

What would you say to someone interested in joining Climate for Change?

If you're thinking about becoming a facilitator, I highly recommend it. We are carefully trained, so if you feel like you don't know enough about climate change don't let that hold you back, Climate for Change will provide you with everything you need to know.

I've seen how hard everyone at Climate for Change works and how much they are able to do with so little. I believe in their vision, their plan and their ability to execute it.

Host Profile - Helena

Why did you choose to host a gathering?

I've always been interested in climate change and environmental issues. I've made small changes in my life like taking reusable bags to the market and recycling, but I felt I needed to do more. When I attended a Climate for Change gathering at my friend's place, I thought their approach was very hands on, and had practical suggestions - things you could do - to help. It also made me realise how urgent a problem climate change is, and that the little things we do need to be replaced by something bigger - a collective, proactive effort. So, I figured that getting my friends over and having a discussion about this important topic would be a good start!

How did you find the process of being a host?

Hosting was great fun! I got to cook a casual meal, see Nicole's presentation again (she was the facilitator I'd met at my friend's gathering), meet the director of Climate for Change, and have a conversation about a serious topic - it was interesting listening to my friends' views on things as well.

What difference do you hope the gathering will make?

It was a relief to know that I didn't have to try to influence climate change deniers (tried this at my office which didn't go down too well) - that our audience is primarily people who were already interested in climate change. I'm looking forward to taking more action, getting involved in groups to take such action, writing to my local representative, or bringing some green initiatives to the table at the Owners Corporation Committee that I'm on. Some of my friends decided to host a gathering at their place which was great too, so we're getting the message out there.

Fundraising and Communications Fellowship

In 2016 we ran our inaugural Fundraising and Communications Fellowship. A cohort of 12 fellows began with a four-day retreat at Amberly - an Edmund Rice Centre on the Yarra river. From January – May, our fellows attended weekly seminars, learning from experts in fundraising, media, communications, graphic design, community broadcasting, video production and social media. The fellowship concluded with what would become our most successful fundraising campaign to date, run by the fellows.

The syllabus aimed to provide our fellows with a wide range of fundraising and communications skills necessary for work in the not-for-profit sector. Building on the success of last year's internships, we designed a program that would train and support a group of committed volunteers, provide them with an opportunity to gain valuable experience while making a real difference to Climate for Change.

Over 20 weeks, twelve people went from being complete strangers to good friends, who pushed themselves and supported each other to step outside their comfort zone and try things they had never done before. They worked tirelessly to put into practice the things they learned each week and to meet their ambitious fundraising goals.

A really big thank you and congratulations to Adeline Stuart-Watt, Claudia Tormey, Elisha McMurray, Elissa Gee, Emily Headlam, Hayley Reker, Joel Marlan-Tribe, Larissa Croom, Mark Brackley, Mei Ying, Sally Hennessy and Taryn Sadler, our inaugural Communications and Fundraising fellows who put so much into making the fellowship and the crowdfunder such a success.

Party for Change and crowdfunding campaign

After four months of training, our fellows put their skills to the test by organising and managing our major fundraising campaign. They set the hugely ambitious target of raising \$40,000 over five weeks, which would allow us to employ two part-time staff for six months – this was crucial to develop the resources needed to support people to take action on climate change.

On April 7th, the Climate for Change team and 200 guests packed into the Bar of Bengal, Yarraville, for the campaign's official launch event – A Party for Change. The evening was expertly hosted by Joel Marlan-Tribe, one of our fellows, and kicked off with music from Lani and Dylan. It was incredible to see the room filled with so many people who were excited about our plans and keen to show their support.

The audience heard speeches from our Chair of the Board, Luke Giuliani; two of our fellows, Taryn Sadler and Mark Brackley; one of our champion facilitators, Nicole Robertson; Community Engagement Manager at Climateworks, Adam Majcher; and our Director, Katerina Gaita. Each speaker outlined their personal connection to Climate for Change and helped give the audience an understanding of what we are trying to do, why we need to do it, and why we needed their support. After the speeches were over, the donations rolled in and the night finished off with a set from DJ Drole.

In the end, the fundraising campaign exceeded all expectations. The launch event itself raised over \$7,000 on the night, before the five-week campaign went on to raise \$43,000 in total. Over the five weeks, supporters from outside the fellowship joined in the fundraising efforts, including Huong Truong who bravely and generously shaved her head for the cause, raising almost \$5,000 through her efforts. This fantastic result is a testament to the commitment and ambition of our fellows, who put in countless hours of hard work, many taking on personal challenges to show how much the campaign meant to them.

Thank You!

The success of our fellowship and fundraising campaign depended not only the incredible efforts of our fellows, but also on the support of many people and organisations. We would like to say THANK YOU to:

- Powershop, who generously donated their meeting room for our weekly seminars.
- Our guest speakers, who volunteered their time to share their experience and knowledge with our fellows - Barry Malseed, Laurie Nowell, Vanessa Cox, Tony Robertson, Juliet Fox and other 3CR volunteers, Tom Hartney, Anne Frankenberg, Greg Foyster, Jeremy Press and Liana Lucca-Pope.
- The Bar of Bengal, Yarraville, who kindly allowed us to host our launch event at their place free of charge.
- Public Outreach, who gift matched donations to one of our fellows.
- The following businesses, who donated the perks for our campaign:

Absolute Organic	Kloke
Alfa Bakehouse	Littlefoot Bar
Alpha 60	Lush
Dan Mawdsley Tattoo	Megan Park
Fifteen Trees	Mt Zero Olives...
Fig and Walnut	Naturally Goode
Halcyon Nights	Pana Chocolate
Hammer and Tong	PS Bikes
I quit Sugar	Two Birds

And of course, a huge thank you to everyone who donated to this crowdfunder - with your support we are able to hire two part-time staff for six months.

Fellowship Profile - Claudia Tormey

What attracted you to Climate for Change?

I was concerned about climate change but didn't really know much about the bigger picture. I wanted to push myself, get involved and truly understand the problem. Climate for Change appeared to be a small, young and ambitious organisation. I knew that volunteering with grassroots organisations allows you to have more of an 'impact', so the opportunity to help Climate for Change reach more people really excited me. I was intrigued to find out more about the gatherings and see how they could help communities and individuals to become active.

How did you feel when you started the fellowship?

When I first met Katerina and the other fellows I was delighted that we all got along so well. The retreat was a great start; it allowed us to connect with each other and with the organisation from the get go. When Kat took us through the ins and outs of Climate for Change and I saw everyone's reactions and enthusiasm (which mirrored my own), I was pumped to get stuck in and raise some serious money.

How did you find the training sessions?

I really enjoyed the weekly workshops, I felt so lucky to learn hands on about the industry and gain an insight into each person's journey and life experience. It was great to see so many people from different areas of work coming together to help Climate for Change and ultimately play a role in the larger movement.

How was the process of fundraising?

I had done some fundraising in the past. I hated asking people for money straight up, although I know how important money is. I have seen and experienced so many organisations struggle and fail because they simply cannot run without funds. The five weeks were exhausting – constantly asking, reminding and hounding people to listen. I really didn't think I would reach my target, being so far away from home, I thought my friends wouldn't engage or feel obliged to donate to a cause in Australia. Turns out I was wrong and I smashed my \$2000 just in the nick of time. I think the fact that I had an engaging challenge which allowed me to post photos and keep a regular blog was the key to my success; I dressed up as a koala for a week and documented it all on social media. Making a fool of myself, proving how much Climate for Change meant to me, resulted in my peers caring too, simply because they wanted me to succeed. This is something we discussed at the very beginning of our training with Leah and Tom, the psychology of giving - and it was so cool to watch it unfold.

What would you say to someone who was thinking about volunteering with Climate for Change?

Do it. Not only are you contributing to a unique, smart and brave organisation but you are joining the movement at such a crucial and exciting time in our lives. Climate for Change is pretty small (right now) so your involvement will truly make an impact.

What do you do for Climate for Change now?

Since finishing the fellowship, I have been working on our newsletter; I'm compiling 'good news' stories about the climate movement. Positive news is key in motivating people to act and to counter the 'bad news' we hear so often.

How do you think the fellowship helped Climate for Change as an organisation?

I think it was a great opportunity for Climate for Change to reach new audiences and engage so many new people. Each fellow had the task of raising their own target, we drafted our personal narratives in the hopes of engaging our own networks, friends and families and introduced them to the organisation and the issue at hand. I have no doubt that Climate for Change now has a wider and stronger support base thanks to the fellowship. The fact that the crowd funder succeeded also strengthened the organisation, as it increases belief in the organisation's abilities and created a strong community of volunteers, donors and supporters. It's proves that when we all come together, great things can be achieved.

Our Team

Katerina Gaita | director

Katerina is a climate communicator specialising in community engagement. Her passion and expertise are in helping laypeople understand the problem and challenges we face in climate change, then inspiring and empowering them to make a difference. Katerina has more than eight year's experience in behaviour change and in project and business management, including founding and growing a small sustainability business to one with more than 200 clients and 30 staff.

Chris Jensen | program manager (September to March)

A software engineer and actor by training, Chris believes that we are the stories we tell, and loves to find opportunities to share the skills of engagement with others through training. Prior to joining Climate for Change he worked in Singapore with the education arm of the non-profit Ground-Up Initiative. In his work he used the power of stories to create compelling environmental education programmes for thousands of people in all corners of society from kindergarten students, to senior management staff. While with Ground-Up Initiative, Chris was part of the team that succeeded in saving the Kampung Kampus, a 2.6 hectare model of sustainable living and a space for urban residents to reconnect with nature.

Zey Basarin | program manager

Zey was previously the national program manager of the award-winning Start Smart Program run by ChangeLabs (now Karrikins Group), a company dedicated to designing and executing large-scale, face-to-face behaviour-change programs. During her time with Start Smart, Zey personally facilitated more than 2,000 workshops with more than 50,000 students. She was also involved in developing program content and training other facilitators. Zey brings to Climate for Change an infectious passion for engaging others on climate change and a drive to make the world a better place for all.

Jeremy Dore | administration assistant

Jeremy is a lawyer by training and advises carbon projects at not-for-profit Aboriginal Carbon Fund. Jeremy undertook Climate Reality leadership training in 2014 and was impressed by the passionate and authentic presentation Katerina made at a recruitment session for Climate for Change soon after. He joined Climate for Change as a volunteer in 2015 and currently assists with bookkeeping and building up our administration systems.

Our Board

Katerina Gaita | director

Luke Giuliani | chair

Passionate about using technology to make the world better, Luke is a social entrepreneur who has started numerous projects and businesses. These include Squareweave, a web company making the world better with technology; Grace, a cafe in Fitzroy; OurSay, a social enterprise connecting citizens to decision makers; and The Fitzroy Academy of Getting Shit Done, a project to teach people how to work on ideas that don't even exist yet.

Catherine Symons | secretary

Catherine is a barrister and has a Masters of Law, specialising in workplace relations. Catherine practises predominantly in employment, discrimination, administrative and commercial law. In 2008 Catherine was awarded the Justice Pagone Prize for Tax Disputes and Written Advocacy. Catherine is also a sessional instructor in administrative and federal court practice at the Leo Cussen Institute and was previously a law tutor to students at Ormond College, University of Melbourne.

Justin White | treasurer

Justin helps organisations create value through strategy development, conceptual innovation and outcomes delivery. He is motivated to help build lasting competitive advantage by re-thinking how business is done - encompassing environmental responses, social responsibilities and economic growth.

Lena Herrera Piekarski

Lena is the events fundraising support officer at Oxfam and was previously a fundraising officer at Environment Victoria. She is from Germany, where she spent three years as the national director of Campus Grün, an umbrella organisation for over 50 green groups in universities across Germany. Prior to that, she worked with the NGO, Climate Action Network Europe.

Venesha Wray

Venesha progressed from recycling to climate action in 2007 when she learned about the severity of climate change and the immediate action required of society. She first joined Friends of the Earth's Climate Justice Collective, and then became active in her local community initiating and supporting a number of local food and environment initiatives. Venesha joined Climate for Change in 2012 and is inspired by the models of engaging people through conversation and community.

Imogen Jubb

Imogen is a communication specialist who provides climate change and sustainability advice to organisations including the Australian Conservation Foundation, the Bureau of Meteorology, CSIRO and the Moreland Energy Foundation. She has published articles in The Age, SBS, The Huffington Post and The Fifth Estate, worked as a television presenter and script writer for the ABC and co-authored reports with some of Australia's leading climate change scientists. She is a parent of young children and passionate about strategies that will work our way to a sustainable world.

Penny Pellier-Cuit

Penny is a former corporate lawyer turned successful network marketer. In 2012, Penny became an Arbonne independent consultant and was promoted to National Vice President, Arbonne's top-level of management, in just over 18 months. As a top-10 income earner in Australia and with more than 1000 consultants in her larger team, Penny leads by coaching, teaching and training on key network-marketing skills.

Our Volunteers

Climate for Change would not exist without our incredible volunteers, including our facilitators and fundraisers. We want to thank everyone who has committed their time, energy and enthusiasm to help us get where we are today. No matter how big or small your contribution, we could not exist without you. We feel honoured to have your support and commitment.

Aira Firdaus
Adeline Stuart-Watt
Alan Cuthbertson
Amaryll Perlesz
Antonia Mendes
Blanche Higgins
Bri Smillie
Carol Ride
Cat Collins
Charles Tan
Chris Jensen
Claudia Tormey
Doug Palmer
Elisha McMurray
Elissa Gee
Emily Headlam

Emma Lewis
Georgia Dunshea
Hayley Reker
Huong Truong
Jane Morton
Jenny Frieden
Jeremy Dore
Jeremy Gay
Jeremy Press
Joel Marlan-Tribe
Katerina Gaita
Krish Prasad
Larissa Croom
Mario Santos
Nathan Eizenberg
Neil Crowley

Nicole Robertson
Oliver Moraes
Rachael Cotra
Robyn Erwin
Sally Hennessy
Samantha Passey
Sarah Rickard
Sebastian Claros
Sebastian Geers
Susannah Raffé
Taryn Sadler
Tom Mogford
Tony Buckle
Xenia Kern
Zey Basarin

Volunteer Profile: Jeremy Dore

What is your role at Climate for Change?

I keep books and do other admin tasks. At the moment, we are trying really hard to develop systems so it's easy for volunteers coming in and also so anyone can run Climate for Change. We need simple sustainable systems. It's a great role because I get to talk to Katerina and Zey all the time!

Why did you get involved with Climate for Change?

Ever since I read George Monbiot's 'Heat' on a plane in 2006, I knew I would have to step up at some point. Luckily, in 2013, I was on the same table as Katerina at the Climate Reality Training in Melbourne. Soon enough, I went to hear Katerina's Climate for Change vision at a volunteer session. I was impressed. Climate for Change sounded like the passionate, authentic place where things could happen. I've stepped up. As my gran would say, 10 years passes in the blink of an eye!

What impact do you think Climate for Change can have?

I really like how Climate for Change is tapping into two important themes with climate change: we get our ideas from our peers and we don't talk about climate change. In breaking down the climate silence with our peers, I feel like Climate for Change is getting to the heart of the matter. Climate for Change can be anything.

What have you received from volunteering with Climate for Change?

Once upon a time, I wrote some interesting letters to some of our esteemed Senators. The replies were less interesting. It's kind of lonely taking these kind of actions. At Climate for Change, it's wonderful to be part of a team pulling in the same direction. That's how movements work - gathering together, sharing ideas and encouraging each other. There's a quiet inspiration about working towards something meaningful. I'm looking forward to the Prime Minister coming to one of our gatherings and change sweeping the land.

The Year Ahead & Timeline

In 2014-15 we laid our foundations - we incorporated, found a Board and a home and raised initial funds. This year, 2015-16, we built the infrastructure we need for success - we hired staff, recruited a core team of facilitators, we researched and developed content and key processes. The year ahead will be piloting, fine tuning, detailing a plan and building the resources to roll out at scale our model across Australia.

Over the coming year we will:

- Develop mentor and team leader programs.
- Launch our politicians' and citizens' pledges, our regular newsletter and climate heroes blog.
- Launch Climate for Changemakers online social network.
- Develop our suite of support those who take the citizens pledge to step up and reach out on a regular basis, including: movie night and kitchen table conversation resources; in-community conversation workshops and cafes; a better conversation youtube channel; conversation starters; regular street stalls.

To ensure these things are possible we will be building upon our existing Fundraising Fellowship and our Volunteer Program, ensuring that both these programs offer participants ongoing opportunities to do meaningful work, to meet and socialise with others passionate about our cause and develop their skills and their knowledge.

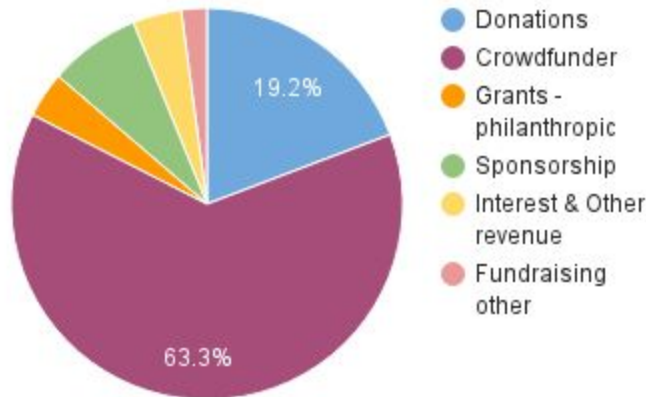
We're looking forward to a busy, productive and rewarding year ahead.

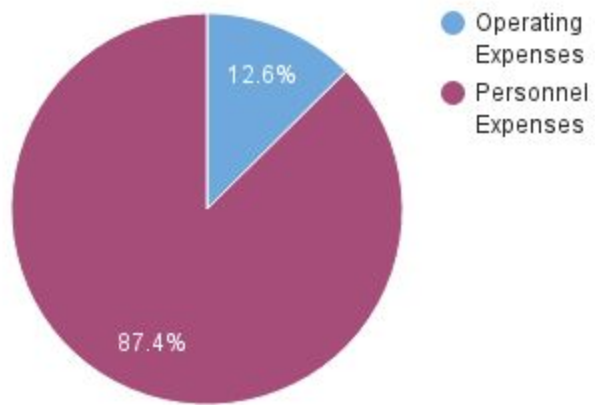
Financials

This year saw our income jump from just over \$3,000 last year to over \$100,000 this year. The size of this jump is partly because the income from our 2015 crowd funder did not enter our bank account until this financial year, despite the majority of the fundraising work being done in the financial year prior. Even so, we have seen a tremendous rise in our fundraising capacity and results.

85% of our income has come from small donations from our supporters through crowd funding, peer to peer fundraising and appeals. In the last half of the year a small amount came from our gatherings as well. Significant support at a critical time also came in the form of sponsorship from Australian Geographic, and in the form of a small grant from the City of Yarra. These fundraising efforts put us in a strong position from which to build for the year ahead.

The majority of our expenditure (87%) goes towards our personnel - staff costs and costs associated with training and supporting our volunteers, primarily our facilitators.





Thank You

Our achievements this year would not have been possible without significant support from Australian Geographic and City of Yarra at critical times in our development. Thank you for your role in creating the climate for change that we need.