



"It's been a good year."

Climate for Change Annual Report 2017

Climate For Change is a volunteer-based, not-for-profit organisation with a single great purpose:

To create the social climate for effective action on climate change.

Our method is simple, exhaustive and effective. It is to bring people together in their friends' homes and to facilitate productive conversations about climate change.

Those conversations lead to the understanding that most people have more in common than they realise. That their concerns are shared and that they can take action that is powerful and effective.

That by becoming part of the social climate for change, they create that change.

That they can become unstoppable.



Message from the Chair

Two years ago I described this organisation as passionate, nascent and unique. Although now much more established, I love that it is still as passionate and unique as the day I joined.

It has also been a year of change as a result of our growth. We're finding new spaces, working in new ways, staffing differently, training differently and developing our program to work at a different tier than before. All of this change of course can be scary, but true as ever the team has taken it on with relish

Our crowdfunder is such a great example of this. Not satisfied with the phenomenal performance of previous years the organisation set out to hit \$125,000, already a big ask. Then of course - in typical style—the target was smashed and stretched out to \$150,000!

As always our staff, volunteers, board and supporters have been there all the way. To them I say: thank you for believing in us and bringing this dream I first heard about in a Fitzroy cafe to reality. I am incredibly proud to have been a part of this organisation that is working to achieve systemic change in the only way that deep systemic change is ever achieved: activating the power of individuals to be engaged in civil society.

Luke Giuliani

Message from the Director

As I look back on our third year, I am immensely proud that we have grown to become such a strong, hopeful and resourceful community.

I am inspired by so many people who give up hours every week to achieve something so challenging that it can feel impossible. Who face down the beast that is climate change and inspire others with their hope and their actions.

Almost every other day, there's a new Conversation taking place and more people are joining us, our fundraising Fellowship exceeded our wildest hopes (raising half of all we need to take C4C interstate next year), we launched Climate Update, spoke at numerous events, were featured in a wide range of media (including *Climate of emotion: hope* on Radio National) and we've held countless workshops and training sessions, produced videos and more.

So much with so little, made possible by our 250 volunteers and our small, passionate, part-time staff. It is impossible in this report to do justice to the many stories of transformation through conversation I've heard that have filled me with hope and happiness this past year. I hope, however, it captures some of the energy and passion from so many that has given rise to these transformations.

And all but a small fraction of the \$315,000 we have raised over the past three years has come from supporters who, on average, have given us \$77 each.

Thank you, all of you, for doing and putting in what you can to create the climate for change with us!

Katerina Gaita



2016-17. Momentum.

2015-16 was R&D time. Testing everything from “Hello” to “Congratulations! You’re now a Facilitator!”.

2016-17 was when that went to work. In June, 20 brand-new facilitators held 10 Conversations with 66 guests. By November that had grown to 23 and 230. After 12 months it was a Conversation a day and 1816 new people (plus 60 who came again). Every Conversation brought more supporters. Close to one in four of all who attended put their hands up to host. More than one in 10 signed up to facilitate.

Over the year, facilitator recruitment, training and support cranked up. Facilitator numbers grew four-fold.

The City of Yarra welcomed Climate for Change information evenings to their library. With Moreland City Council and the Coburg community houses, we trialled public Conversations leading to five open Conversations as part of the Sustainable Living Festival held across Melbourne—where those who couldn’t attend Conversations in private homes could learn more about us and potential facilitators could see what what they could expect.

It’s still a beginning. Every day, we learn more, reach more people, find more effective ways of communicating and enthusing. Change is in our name. And our nature.

Facilitator Support

This year we established a rolling facilitator training program; ramping it up in January. We set a very ambitious goal: to train 40 facilitators in the first three months of 2017—the same number we had trained over all the previous year. We achieved that goal.

By June we had run 28 rounds of the program for 86 prospective facilitators; averaging one training session every week.

This is no small feat for an organisation of our size. It was only possible with the help of a small team of existing facilitators who stepped up to write and conduct the sessions. Trainees told us our training was “comprehensive and meaningful” and that its delivery by existing facilitators meant they gained

important and practical insights.

In addition to initial training we ran 14 ongoing support sessions for established facilitators—always starting with time to catch up, debrief and share learnings from our Conversations. These sessions included guest speakers and topics ranging from managing climate grief to understanding network marketing and the art of asking.

We also established a Facilitator Support Team (FAST) of more experienced facilitators to mentor and support new facilitators, FAST-tracking them to success.

Over the coming year we will fine-tune our training and support processes in order to create programs which are replicable and ready to scale up in other parts of Australia.

Zey Basarin

Fellowship

After the huge success of last year's Fundraising and Communications Fellowship, we were keen to take everything we had learned to our second Fellowship; which ran from January until June.

We received many outstanding applications and recruited twice the number who joined the first Fellowship.

As last year, we kicked off with a retreat at the beautiful Amberley Edmund Rice Centre in Lower Plenty.

Over an intensive four days, the fellows got to know one another, learnt more about Climate for Change as well as climate change communication, fundraising and crowdfunding. They split up into groups and began planning their new, big project—Climate for Change's 2017 crowdfunder!

One of my favourite moments from the entire Fellowship (and there were many!) was on the last day of the retreat when the Fellows decided that \$100,000 was not an ambitious enough target and decided to aim for a massive \$125,000!

That was truly inspiring and laid the foundations for later success.

After the retreat, we all came together in the city every Wednesday evening for a two hour session (although they often lasted longer as we had so many ideas and topics to chat about as a group!). We were lucky to have a series of great speakers from the environment movement and other NGOs who shared their first-hand experience of fundraising, communications, climate change, branding, social media and so much more.

I'd like to say a really big thank you and congratulations to all of the Fellows. You did an incredible job, better than I could have possibly imagined at the beginning of the year and

you should be very proud of your achievements.

Well done to our Fellows Jack Branagan, Siobhan Bubner, Emily Clark, Cait Coffey-Wong, Lynne Coulton, Lindsay Fave, Hashani Fonseka, Oana Forestier, Christopher Hart, Lisa Kjerulf, Andrew Knox, Natalie Laussade-Long, Alex McMillan, Alana Mountain, Marisha Nair, Anica Niepraschk, Claire Proctor, Bri Saez.

Jackson Peck



Crowdfunder

A huge thank you to everyone who participated in this year's crowdfunder. It was an extraordinary experience and was bigger and better than we could have hoped. Now C4C can keep inspiring and empowering hundreds of people a month to step up and take action on climate change and we can work toward expanding interstate next year.

Our annual Crowdfunder is C4C's main form of funding. Last year we raised \$40,000.

This year we had quiet hopes of reaching an unprecedented \$100,000.

The Fellows had another idea. Pumped up from their retreat, they took aim at \$125,000.

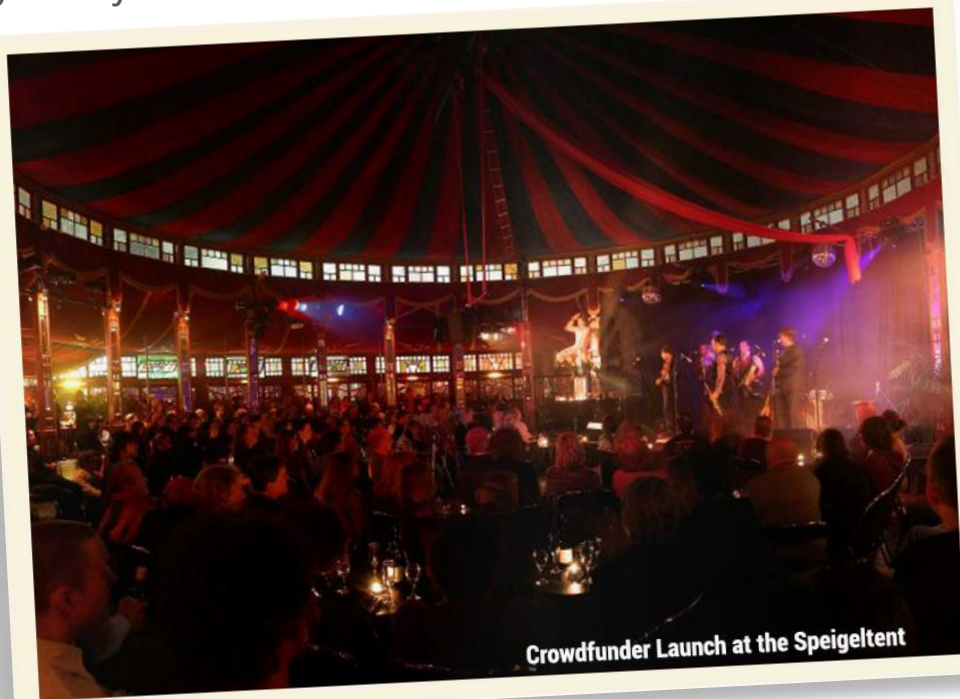
They built a website, wrote the pitch, made videos, recruited 100 fundraisers and organised a pre-launch event at El Coco Bar to welcome them. The website went live and money began to flow. We couldn't believe our eyes when we ended the day having already raised \$15,000!

The Crowdfunder then kicked off with a wonderful evening at the Melba Spiegeltent attended by 170 old and new

Climate for Change supporters. The night was a great success, raising over \$15,000, including a very generous \$5000 donation from our major sponsor Ethical Investment Services.

We heard from climate writer David Spratt, ACT Commissioner for Sustainability and the Environment Professor Kate Auty, Climate for Change's CEO Katerina Gaita and Community Organiser Serena Davies. Our host was the Chair of the Climate Action Network of Australia (CANA) Victoria McKenzie-McHarg. People donated throughout the night and collected

gifts kindly supplied by local businesses and organisations. There was singing and dancing to the music of Felix Riebl from The Cat Empire



Crowdfunder Launch at the Speigeltent

and a wonderful and entertaining 'super-group' with members from many bands. Whether it was riding to Canberra to raise money, not talking for a weekend to raise awareness or going out of their comfort zones time after time, the fundraisers inspired us throughout a long and deeply rewarding six week campaign.

The final total? Over \$150,000!

And to the 2,000 people who donated, thank you. Thank you all.

We, the people ...

STOBHAN BUBNER Fellow

I first heard about C4C via EthicalJobs. I decided to apply for the Fellowship program because it seemed like a unique opportunity to get professional work experience, learn about the not-for-profit sector and to start taking action on climate change.

Attending the Fellows Retreat was a surreal experience. It was incredibly reassuring to be surrounded by so many other people who felt as strongly about climate change as I did. After hearing Kat's plan



for tackling social and political inertia, I felt inspired, encouraged, and, for the first time in a long time, I felt hopeful. Taking my fear of climate change and using it to fuel positive, productive action was both cathartic and empowering.

Initially I felt a lot of hesitation and concern about my ability to successfully raise money. I set my goal at \$1000 but, quietly, I didn't even think I'd make it to \$500. The outcome of what I achieved was entirely unexpected: I not only passed my target

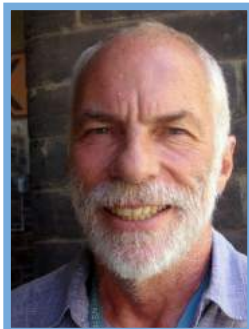
but nearly doubled it, reaching a final amount of \$1920! I discovered that there's something deeply humbling about having friends and family support you in such a way. Underneath the donation, they're showing you that they support your values, your beliefs and your goals.

Overall, this was a challenging, empowering and ultimately rewarding experience. I'm exceedingly grateful to the C4C family for taking me on board and introducing me to the world of climate action.

PHILLIP BROCK Supporter

I am a grandfather to five children aged 6 months to 16 years. I was fortunate to grow up in the Adelaide foothills where we were able to take nature for granted in our innocent pleasure. Now as an elder I want to do my bit to ensure children everywhere continue to have that opportunity.

I work as a medical specialist in developmental psychiatry. Again this focuses my energy on the whole well being of the younger generation and the importance of nature in their capacity to flourish. I have had the privilege of working in Papua New Guinea, Fiji, and provide consultation to other developing countries. My recent work in Timor-Leste exposed me to the challenges, opportunities, and need for environmental awareness.



"I was fortunate to grow up in the Adelaide foothills where we were able to take nature for granted in our innocent pleasure. Now as an elder I want to do my bit to ensure children everywhere continue to have that opportunity."

I became aware of C4C through the environmental publication of the university of Adelaide. I consider personal and direct conversations and discussions offer the best means of change. Hence my support for

Climate for Change.

CARLY ROBERTSON Host

A friend of my housemate's invited me to a dinner to talk about climate change. I thought, why not? I had been getting more into the environment in my local community by holding regular cleanups of the Merri Creek but it wasn't feeling like enough—there will always be more rubbish!



Katerina facilitated the conversation, and her story was what particularly inspired me. I signed up to co-host my own dinner with a friend, and it was small but I could see the great effect it had. I signed up to facilitate.

I hosted and facilitated two Conversations for Change. I was nervous but I think they went really well and I got some great feedback.

One unexpected Conversation came about when a 12 year old boy found C4C online and asked his mum to host a dinner for some of his friends. Nicole put me in touch and I co-hosted with Dana. We added an activity where they had to draw the effects of climate change on their lives. They really got into it—when it came to the discussion there were so many hands in the air I had to ask everyone to wait their turn. Even the cool kids were shouting out suggestions about what we can do to stop climate change!

Now I've been facilitating for about five months and I love it. The feedback from guests is always enough to make you want to reach out to more people and keep having those conversations!

"The feedback from guests is always enough to make you want to reach out to more people and keep having those conversations!"

SERENA DAVIES Facilitator



I signed up to train as a facilitator. At the time, I was very concerned about climate change, but felt as if the actions I'd been taking (changing my diet, avoiding driving, cutting down on plastic, researching every purchase) were stressful, tiring and lonely. But most of all, for all that effort, they weren't making a drop of a difference to the bigger picture. Climate for Change simply seemed like a better way.

The past year has been the biggest learning curve of my life—from graduate to volunteer to staff member! In one year I have learnt more practical skills than any other experience I've had.

What I have most valued has been through my role as a facilitator. To date I have run Conversations with nearly 200 people. These conversations have completely reoriented how I think about myself and others. I have come to see myself as someone who can have a significant impact on the perspective other people hold; equally, I've come to see others as people who are complex, surprising and, more often than not, eager to do good in their life. In what would otherwise be a stressful, tiring and lonely future for a young woman in the current climate, the conversations I have with others are what give me energy and hope.

"I was very concerned about climate change, but felt as if the actions I'd been taking (changing my diet, avoiding driving, cutting down on plastic, researching every purchase I made) were stressful, tiring and lonely."

And, and, and ...

Run, run, run



Our fundraising coordinator Jackson started his new role at Climate for Change and jumped immediately into organising a C4C team to enter the 2016 Melbourne Marathon, held on October 16. The Climate for Change community stepped up and 25 passionate fun runners came forward to tackle distances between 5.7km and the half-marathon to raise nearly \$15,000 for Climate for Change at a critical time for the organisation. Well done and thank you!



Look, look, look

In January 2017 we ran the first of our monthly movie nights at Longplay bar, in Fitzroy North. These nights were set up as an opportunity for our volunteers to come together regularly for a bite to eat, a drink, a chat and to re-engage with climate change cinematically. It has been fantastic to see a consistent mix of both 'seasoned' volunteers and newcomers each month, as well as the quality of discussion that we have after each movie.

Over the months we have screened *Disruption* (2015), *Guarding the Galilee* (2017), *How to Change the World* (2015) and *Demain* (2015), as well as meeting at Cinema Nova for a preview screening of *Our Power* (currently in post-production).

We're very grateful to Claudia Innes and Alice Knowles, our volunteer coordinators for this project. We also

thank Madman for their generosity in waiving their licensing fees.

Work, work, work

In August 2016 we welcomed Erin Lewis-Fitzgerald to our team for six months as our Communications Director. Three highlights from her time with us were

the revamping of our website to make it clearer and easier to navigate; our very popular '[A Difficult Conversation](#)' a video on how to talk about climate change (a collaboration with Trash Puppets) and the establishment of our fortnightly [Climate Update](#) which is still going strong even after Erin has moved on.

Almost every issue, we receive positive feedback about the Update. Here's what one subscriber had to say:

"...a fantastically succinct summary of what is going in the world of climate change news. I love the narrative that recent news is organised into—the seriousness of the problem, the promising solutions being developed and rolled out, the changes not happening fast enough and how we can act to bring the change that's needed. The links are all there to follow but it's just great to get the gist in only a couple of minutes. It's my favourite of all the environmental information that lands in my inbox." — Nina

The newsletter is researched and written each fortnight by a team of dedicated volunteers headed by Julian Atchinson—thank you all for your work!

Talk, talk, talk Conversation Workshops

Over the past year, we have organised and run four workshops on how to have better conversations about climate change. The first, in December 2016 was run by Carol Ride and Nick Mueller from Psychology for a Safe Climate—almost 30 attendees unpacked why conversations can turn bad and role-played active and reflective listening.

Between February and April 2017 we ran

our own workshops at the Sustainable Living Festival and with Lighter Footprints and Darebin City Council. The Workshops were a great success with participants and gave us a chance to test different elements for a series of workshops we plan to roll out and run regularly next year.

Events & Media

As we gained momentum and a reputation as an Organisation over the past year, we were asked to speak at a number of events and featured in various media:

They included:

- Contributing to Moreland Energy Foundation's SPARK Conference
- "Creating A Climate For Change" presentation at Fitzroy Library
- Communities in Control Conference: "Power To The People: Creating Change From The Ground Up."
- ComX at MediaCom
- MSSI Climate Conversations: "Climate Action in the time of Trump".
- In Conversation with Clive Hamilton - Humanist Convention
- Climate of Hope. Earshot, Radio National
- Beyond Zero Emissions, 3CR
- The Age "How to Keep the Air We Love Cleaner"
- Slow Magazine
- Jetstar Magazine

The Year Ahead

Over 2017-18 our goal is to take our work to communities within Victoria and interstate where a shift in understanding and attitudes towards climate change could be most impactful.

To achieve this we will need simultaneously to:

- Raise funds
- Complete a strategic analysis of most impactful areas, including where other organisations are working and possible avenues for collaboration.
- Fine tune our model for duplication and rapid growth.

At the same time, we will build the tools and resources that can support the people we engage to take continued effective action.

A Year In Figures

To lay strong foundations for long term viability and growth, this year we invested substantially in fundraising; increasing our expenditure from less than \$1000 to \$39,000 (almost 30% of our budget). Our main expense was the employment of a part time fundraiser.

This investment gave rise to an increase in income of more than 100%. It should also be noted that last year's income included \$28,000 raised in the previous financial year, but which arrived in our bank account after June 30. If this is taken into account, our actual fundraising revenue increased by over 200% this financial year.

Our crowdfunder was the most notable increase—from around \$42,000 last financial year to just over \$150,000 this year, including a sponsorship of \$5,000, a major donation of \$5000 and profits from wine sales of around \$16,000.

This investment also built resources for increased fundraising

capacity in the future—which should allow the percentage of our expenditure used in fundraising to decrease again over time.

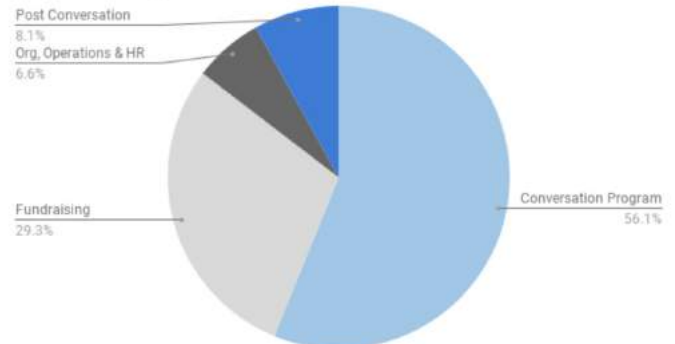
Sixty-four percent of expenditure was on program delivery, the remainder on organisational and operational activities. The majority of expenditure across all areas was on personnel.

Ninety-one percent of revenue this year came from donations from our supporters, mostly through the crowd-funder, including wines sales, through our Conversations, peer-to-peer fundraising and regular giving.

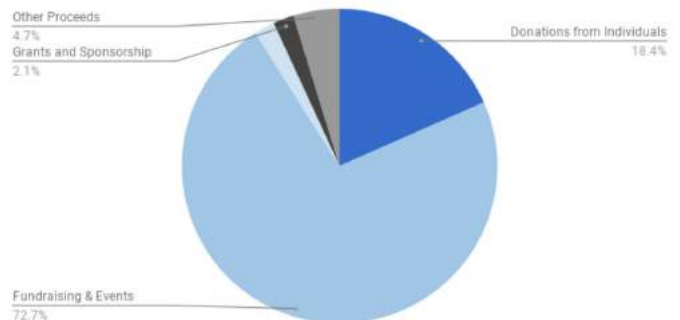
We are proud to be so strongly supported by our community, which grows substantially every year. Over the last three years, Climate for Change has raised over \$300,000, 93% of which has come from our supporter base with an average of \$77 per person. This places us in a strong position to diversify our income to a greater extent with philanthropic support and sponsorships next year.

Balance Sheet		
Climate for Change		
As at 30 June 2017		
	30 Jun 2017	30 Jun 2016
Assets		
Bank		
Cash and Deposits	\$166,344	\$60,852
Current Assets		
Total Current Assets	\$140	\$0
Fixed Assets		
Total Fixed Assets	\$0	\$548
Total Assets	\$166,484	\$61,400
Liabilities		
Current Liabilities		
Total Current Liabilities	\$2,944	\$1,250
Total Liabilities	\$2,944	\$1,250
Net Assets	\$163,540	\$60,150
Member's Equity		
Current Year Earnings	\$103,390	\$55,271
Historical Adjustment	\$2,413	\$2,413
Retained Earnings	\$57,737	\$2,466
Total Member's Equity	\$163,540	\$60,150

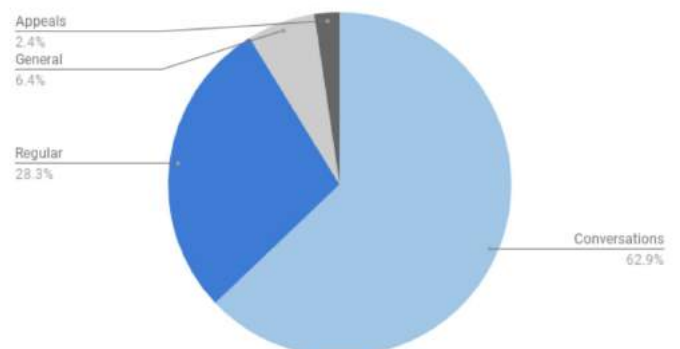
Expenditure by Area



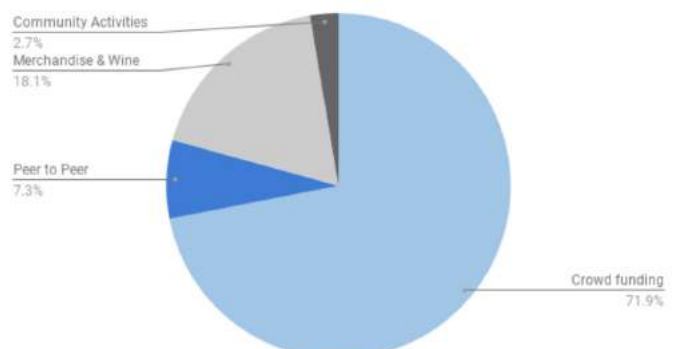
Income by Area



Donations from Individuals by Source



Fundraising & Events by Activity



Profit & Loss		
Climate for Change		
For the 12 months ended 30 June 2017		
	Jun-17	Jun-16
Proceeds		
Donations from Individuals	\$43,563	\$20,347
Fundraising & Events	\$172,499	\$66,937
Major Donors	\$5,000	\$0
Grants and Sponsorship	\$5,048	\$12,000
Other Proceeds	\$11,207	\$6,496
Total Income	\$237,318	\$105,780
Total Cost of Merchandise Sales	\$292	\$0
Gross Profit	\$237,025	\$105,780
Less Expenses		
Operating Expenses	\$19,286	\$10,394
Personnel Expenses	\$114,349	\$40,115
Total Operating Expenses	\$133,635	\$50,509
Net Profit	\$103,390	\$55,271

Some of those who made us what we are...

Climate for Change would not exist without our incredible volunteers. We thank every last one who has committed time, energy, skills and enthusiasm to help C4C get to where we are today. No matter how big or small your contribution, we couldn't continue without you. We feel honoured to have your support and commitment.

Book-keeping/administration: Fiona Barker, Jeremy Dore, Violet Di Martino

Climate Update newsletter: Adrian Flitney, Claudia Tormey, Guneshwari Kumari, Julian Atchison, Shane Delphine, Sophie Materia, Taryn Sadler, Tessa Pope

Conversation Facilitators: Aira Firdaus, Alan Cuthbertson, Alexandra Denning, Amaryll Perlesz, Blanche Higgins, Carly Robertson, Carol Ride, Charles Tan, Dana Thomson, David Rothfield, Don Wales, Emma Lewis, Georgia Dunshea, Hanya Hoang, Helen Eveleigh, Ida Karlsson, Jane Routley, Jay Yurdakul, Jeremy Dore, Jeremy Gay, Jhana Allan, Julian Atchison, Katerina Gaita, Katherine Sundermann, Marian Myers-Braun, Mario Santos, Mary Mahoney, Michael Slot, Nathan Eizenberg, Nicole Robertson, Nina Roberts, Oliver Moraes, Peter Foot, Robyn Erwin, Samantha Passey, Sarah Brenan, Sarah Rickard, Sebastian Fuentes, Serena Davies, Shane Delphine, Shervin Tosif, Sonja O'Reilly Gulliver, Sue Dwyer, Tom Ashburner, Tony Gleeson, Zey Basarin, Zoe Fox

Conversation Program: Catie Morrison, Julie Dai, Nicole Robertson, Olivia Lindros, Sue Dwyer

Data entry: Avdesh Shivalay, Cristine Molina, Eleni Matheou, Jayson Broadway, Josh Southwell, Khadija M-Williams, Kumaran A, Liz Harris, Sarah Rickard, Selah Talep, Serena Davies, Sophie Smith

Facilitator Support Team: Alexandra Denning, Blanche Higgins, Katerina Gaita, Mario Santos, Nicole Robertson, Robyn Erwin, Zey Basarin

Facilitator Trainers: Blanche Higgins, Katerina Gaita, Nathan Eizenberg, Nicole Robertson, Serena Davies, Sue Dwyer, Susannah Raffe, Zey Basarin

Monthly movie nights: Alice Knowles, Claudia Innes, Josie Wilson, Serena Davies

Phone-banking: Catherine Langmead, Claudia Innes, James Lever, Jane Routley, Jenny Frieden, Leah Senior, Rachael Cotra, Sue Dwyer

Sustainable Living Festival stall: Alice Hill, Emma Lewis, Georgia Dunshea, Jeremy Dore, Julian Atchison, Nicole Robertson, Sarah Rickard, Serena Davies, Shane Delphine, Siobhan Bubner, Sue Dwyer, Susannah Raffe, Will Taylor

Volunteer Coordinator: Josie Wilson, Serena Davies

Web development: Chris Jensen, Jonathan Rumbold

Working bees: Avdesh Shivalay, Hanya Hoang, Josh Southwell, Kumaran A, Olivia Ashton, Serena Davies

And also: Cait Coffey-Wong (fundraising), Dez Deswani (video editing), Jeremy Press (filming and more), Larisa Coffey-Wong (video editing, fundraising), Shane Delphine (fact-checking), Taryn Sadler (social media), Tom Pearce (fundraising).

Thank you, thank you, thank you...

... to [Gold Leaf Financial Services](#) for letting us camp, rent-free, in your office; to [Environment Victoria](#) for allowing us to meet so many times in your meeting rooms; to the [Australian Conservation Foundation](#) for the desks and the printer and the kitchen for almost no money at all; to [Powershop](#) for your boardroom every week for 20 weeks of Fellows training; to [Squareweave](#) for hosting our ongoing Facilitator training each and every month; to [Ethical Investment Services](#) for generous, generous, generous donations on the Crowdfunder launch night; to the **NR Peace and Justice Fund** for so generously matching Crowdfunder donations; to [Kooks. The Social Winery](#) for such a good drop for so little cost for the Crowdfunder Wine Drive and [The Melba Spiegeltent](#) for being a Crowdfunder launch host like no other.

Thank you. You make so many good things possible.

Catherine Symons | secretary

Luke Giuliani | chair

Justin White | treasurer

Lena Herrera Piekarski

Imogen Jubb

Penny Pellier-Cuit

Tom Duggan

Katerina Gaita | director

Our Board

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 a fundraising officer at Environment Victoria. Lena comes 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.

Imogen Jubb

Imogen is a communications specialist, climate-change advisor and Climate Reality leader. She has worked with Australian Conservation Foundation, Bureau of Meteorology and the CSIRO, including co-authoring 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.

Tom Duggan

Tom has been an environmentalist all his life and a fundraiser for the last 13 years. Currently the fundraising manager (RG, community, digital) at Plan International, he has previously worked as the direct marketing manager at Peter Mac Cancer Foundations and looked after Australian Conservation Foundation's individual donor programs. In his spare time, he is turning his old house into something beautiful and sustainable.

Katerina Gaita | director

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



With this year to build on ...





Just imagine what's next ...



We acknowledge that the majority of
the work we do is done on the traditional
lands of the Wurundjeri people of the
Kulin nation.

We pay our respects to their elders past,
present and emerging.



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