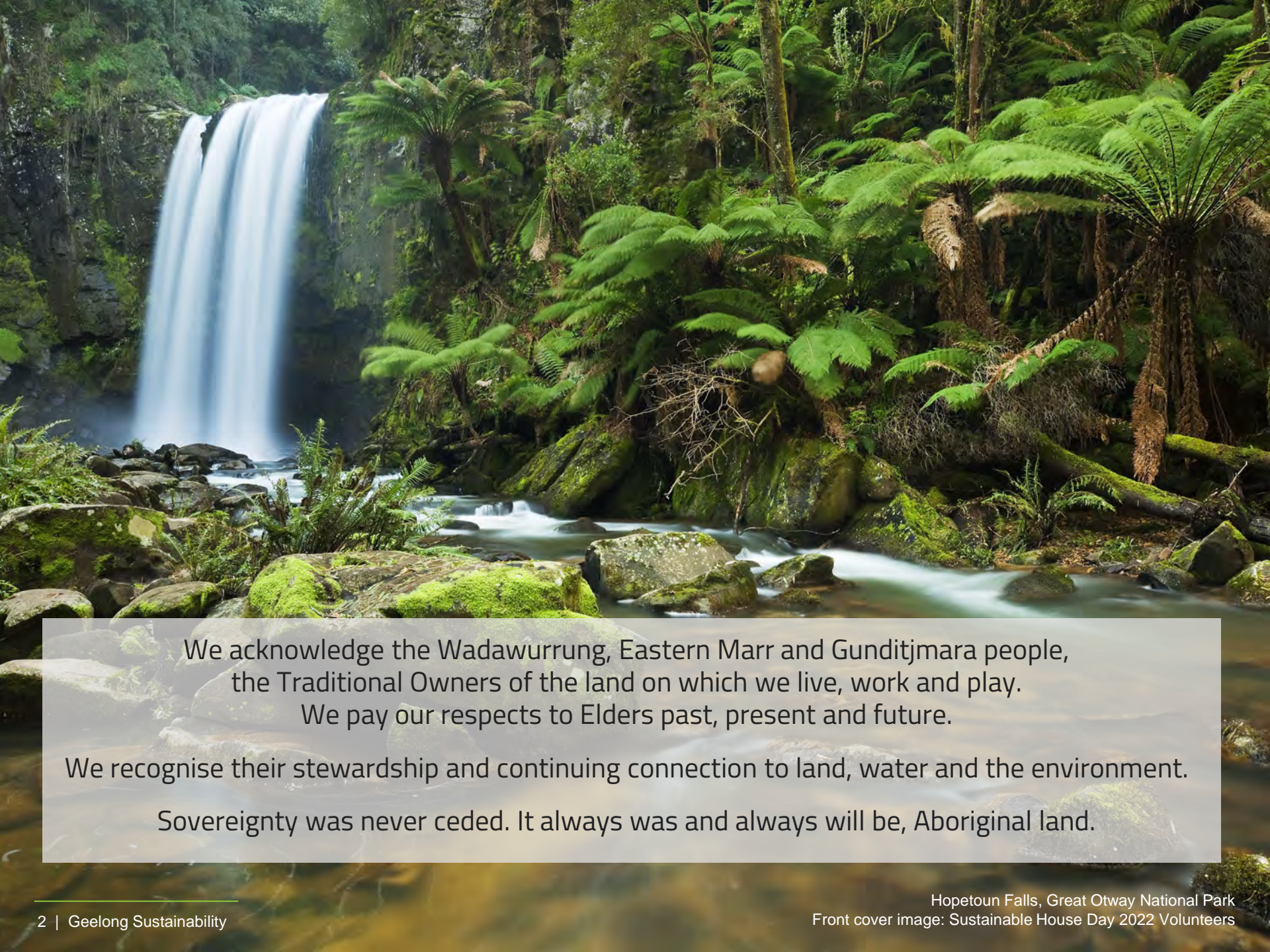


# Geelong Sustainability Annual Report 2023







We acknowledge the Wadawurrung, Eastern Marr and Gunditjmara people,  
the Traditional Owners of the land on which we live, work and play.  
We pay our respects to Elders past, present and future.

We recognise their stewardship and continuing connection to land, water and the environment.

Sovereignty was never ceded. It always was and always will be, Aboriginal land.

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# About Geelong Sustainability

**Geelong Sustainability is a not-for-profit community organisation and registered charity that supports residents of Geelong and surrounding regions to be more sustainable in their everyday lives.**

Since our establishment in 2007, Geelong Sustainability has become the region's leading sustainability group with extensive networks in community, government and business throughout Geelong and the Barwon region. We are recognised for our values-based innovative projects, which educate and support our community's transition to a net-zero emissions, climate ready future.

We have 239 financial members, over 50 active volunteers, and a broader supporter base of 19,800 newsletter and social media followers.



## OUR VISION

For people and our planet to thrive within sustainable limits.

## OUR MISSION

Empowering people to protect and regenerate our planet.

## OUR VALUES

**Objectivity** - We ensure contemporary data and evidence-based research informs our work and determines our goals and priorities.

**Passion and Positivity** - We are passionate about promoting positive action that has a meaningful impact on our community and planet.

**Democracy and Empowerment** - We seek to engage and empower people, businesses and communities with democratic processes, real life experiences, up-to-date knowledge and practical tools that enable effective action.

**Respect and Trust** - We always act in a manner that respects people, builds collaboration and sustains public trust in our organisation.

**Innovation** - We are highly adaptive and responsive to change, building on our strong foundations to experiment with new ways of doing things that are different and better.

**Diversity and Inclusion** - We are proactively getting people involved, demonstrating that diversity, equity and inclusion make our community richer and stronger.



# Our Team 2022-23

## BOARD

David Spear  
Meryl Harris  
Sara van der Meer  
Neil Plummer  
Vivienne Burke  
Fred Ritman  
Emma Connan  
Vicki Perrett  
Tim Adams  
Jonathan Wright  
Scott Barnes

## PUBLIC FUND SUBCOMMITTEE

Dave Campbell  
Fred Ritman  
Sarah Jelley

## STAFF

Dan Cowdell  
Emilie Flynn  
Jess Hobbs

## PROJECT COORDINATORS

Karina Donkers  
Mark Borroni  
Sahar Naghashian

## LEAD VOLUNTEERS

Vicki Perrett  
Yvonne Parker  
James Rourke-Dunkley  
Noreen Nicholson  
John Pearce



# Chair & CEO's Report

We are thrilled to report that 2023 has been another incredible year for Geelong Sustainability. It marks the first full financial year since we transitioned our operations to a new model, with the organisation now led by a Board and CEO, enabling staff and volunteers to continue to increase the scale and scope of work we do together addressing vital sustainability issues in the region.

This transition has helped to substantially accelerate progress toward our mission of empowering people to protect and regenerate our planet. Some examples of the increasing scale and impact of our work include:

- Supporting not-for-profit community organisations to access energy upgrades with the Community Energy Revolving Fund and Community Power Hub program.
- Engaging new audiences about climate change and sustainability at our revamped Green Drinks events.
- Advocating for climate action by meeting with MPs, submissions and supporting local campaigns.
- Recognition in the national media (ABC News and The Guardian) for Climate Safe Rooms.
- Winning the Keep Australia Beautiful Tidy Cities Sustainability Awards.
- Selected as a finalist for the Premier's Sustainability Awards...(result pending at the time of going to print).

To support this important transition, we have also proactively focused on further improvements to organisational governance, as well as seeking diversification and growth of revenue streams.

## GOVERNANCE

Geelong Sustainability is an Incorporated Association, a Registered Environmental Organisation, a Deductible Gift Recipient (DGR) and a registered charity.

The Board has made further improvements to the organisation's governance this year. This included establishment of a Governance Subcommittee and an Audit, Finance and Risk Subcommittee, development of a number of essential policies and procedures, and continued implementation of a contemporary governance structure that used Australian Institute of Company Directors (AICD) best practice principles.

As a result of this, at a Special General Meeting in October 2023, Geelong Sustainability adopted new modern rules based on the widely accepted Justice Connect's Rule Tool template with some modifications mainly impacting the election, appointment and tenure of Board members.

## FINANCIAL SUSTAINABILITY

The end of financial year result shows we have already come a long way to being financially sustainable, even with the higher operational expenses the organisation now carries. The development and delivery of a Business Plan for the organisation which includes a pathway to diversify our revenue streams and reduce our ongoing reliance on government grants has been instrumental in reaching our income targets and a positive financial year result.

Importantly, this focus on achieving financial sustainability enables the organisation to continue to grow and achieve far more impact through the upscaling and professional delivery of our initiatives; and to provide the support our dedicated volunteers need to be well coordinated and aligned to our collaborative efforts addressing priority sustainability issues.

## LOOKING FORWARD

2024 is already shaping up to be another year full of achievements. The first parts of FY24 have seen the delivery of the largest ever Sustainable House Day across the region, featuring a month of events; Keynote speaker Grand Designs Australia host Peter Maddison, over 1,500 people attending open houses, workshops and webinars.

We also launched the Electric Homes Program in August with a packed house at the Geelong Library. After more than a year of planning it is encouraging to see the community is ready to make the transition away from gas to an all-electric future. With 1,500 registrations to information sessions and more than 875 expressions of interest from participants seeking to electrify their homes, the program is already a huge success.

Throughout 2024 the new Board in consultation with Members will have the opportunity to review our progress towards our 2025 Strategy and begin work on a new strategic plan that will guide our work across the next decade - "Strategy 2035". Our current strategy was created in 2020,

and the context in which the organisation operates has changed significantly since then, so it is timely that this forward strategic planning work is now an important focus for Geelong Sustainability.

We will also continue to consolidate our sustainable financial position with a focus on diversification of revenue streams. Allowing for more program delivery, and further community engagement via the delivery of improved communications and marketing capabilities.

We'd like to thank all of you for your support and ongoing membership. We hope you will continue to join Geelong Sustainability on its journey to create a positive impact across our community and the environment. There has never been a more important time to be involved, and we look forward to working with you in 2024 and beyond.



David Spear  
Chair

Dan Cowdell  
CEO



# Our Impact



## 16 YEARS OF OPERATION

Established in October 2007, Geelong Sustainability is celebrating 16 years of supporting our community to live more sustainably.



## \$1,638,038 OF GRANTS RECEIVED

From Local and State Governments since our establishment in 2007.



## 108,855 TONS OF CO<sub>2</sub> EMISSIONS AVOIDED

Over the lifetime of Geelong Sustainability initiated projects and activities.



## \$7,322,132 OF INVESTMENT IN RENEWABLE ENERGY

Within the community as a result of Geelong Sustainability initiated projects and activities.



# Our Reach



7,406 NEWSLETTER SUBSCRIBERS

31 Emails Sent to Subscribers



12,400 SOCIAL MEDIA FOLLOWERS

Facebook, Instagram, Twitter, LinkedIn throughout Australia



12 ARTICLES IN THE MEDIA  
Newspapers, Radio and Local Community Newsletters



Common Ground Project CEO Felicity Jacobs (left) with Geelong Sustainability CEO Dan Cowdell. Photo: GEELONG SUSTAINABILITY

## BYTIM LAMACRAFT

AN at-capacity regenerative food and farming event at Freshwater Creek's Common Ground Project is demonstrative of the region's growing embrace for green living, according to Geelong Sustainability chief executive officer Dan Cowdell.

More than 85 people attended the Tuesday night discussion titled 'Regenerative: Exploring a regenerative farming and food system', far above the average of 40-50 people that have turned out for previous 'Green Drinks' events held by the sustainability group.

Mr Cowdell said the "huge response" to the sold-out event that has been programmed as part of the Sustainable Living Festival was in keeping with its mission to "accelerate the uptake of sustainable living and address the global climate and biodiversity emergencies."

"We are thrilled to be partnering with Common Ground Project to start this important community discussion about the regeneration of our local food production is an essential part of building community resilience and how we as community members can respond to the challenges of climate change."

Attendees were taken on an interactive tour of the Common Ground Project, a regenerative

farm and social enterprise in Freshwater Creek that also boasts the increasingly popular and awarded La Cantine restaurant.

Event hosts spoke of how regenerative farming can be practised on a small-scale farm, the link between soil health and human health, and how community can be brought back into farming and food systems.

The Common Ground Project has been actively working at bringing the community into its farm gates and is now offering school programs for primary and secondary students to learn more about where their food comes from.

The social enterprise has also been running weekly pop-up markets through February where produce from the farm is sold alongside other producers from the region.

The growing interest in the events facilitate "an important community discussion," Mr Cowdell said. "About how we can become more resilient and local food production is a great way to respond to the challenges of climate change."

Geelong Sustainability will be holding monthly events throughout 2023, and the next this month will celebrate women in the climate space to coincide with International Women's Day.

For more information on the group, head to [geelongustainability.org.au](http://geelongustainability.org.au)

[mshnews@group.com.au](http://mshnews@group.com.au)

## LIVING LIFE SUSTAINABLY

STARTING THE JOURNEY TOWARDS A MORE SUSTAINABLE LIFE CAN SEEM OVERWHELMING, BUT MICHAELA MEADE CHATS TO SOME LOCALS WHO SAY IT CAN BEGIN WITH A FEW SIMPLE STEPS THAT WILL MAKE A BIG DIFFERENCE.

"There are so many small steps to take to live sustainably. It's not about being perfect, it's about being better. It's about making small changes that add up to a big difference."

"I've been thinking about this for a long time. I want to live more sustainably, but I don't know where to start. I've been looking for advice and I've found a lot of information, but it's all so overwhelming. I need some simple steps that I can follow."

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Michaela Meade is the pioneer in living sustainably. Photo: Phil Reid

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## HEALTH • wellbeing

## DO MICROPLASTICS AFFECT OUR HEALTH?

Plastic pollution is becoming a growing problem for the environment, but could microplastics be worse?

Microplastics are plastic waste that has reached the environment and broken down into small pieces of plastic less than 5mm in size.

According to experts they are polluting our food and water systems, and our health.

Researcher, Catherine E. Callaway, has found that microplastics can be found in the food we eat, the water we drink, and even in our bodies.

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Michaela Meade is the pioneer in living sustainably. Photo: Phil Reid



Michaela Meade is the pioneer in living sustainably. Photo: Phil Reid

## Geelong Sustainability: Victoria's single-use plastics ban a step in the right direction

From Wednesday, the use of disposal items such as drinking straws, plastic cutlery and plates and expanded polystyrene food and drink containers will be no longer be able to be bought or sold.

Alexander Blain

2 min read

January 31, 2023 - 7:00PM

Geelong Advertiser

1 comments



Felicia Bell with sustainable utensils at Cafe Go. Picture: Mark Wilson

## Solar program boosts community power

EIGHT community sites across the region will be powered by solar after being successfully nominated for inclusion in a Geelong Sustainability initiative that is boosting the take up of renewable energy.

In conjunction with RACV Solar and engineering company Mondo, the Geelong Community Solar

and the Torquay Tigers Football Netball Club.

"Geelong Sustainability set an ambitious target of installing 2.5 megawatts of solar energy capacity that is boosting the take up of renewable energy. In conjunction with RACV Solar and engineering company Mondo, the Geelong Community Solar



## THE CLIMATE SAFE ROOMS PROJECT MADE NATIONAL HEADLINES

The Climate Safe Rooms project featured on ABC News online in April 2023. Read more on [ABC News](#).

The project also made national television headlines as a feature on ABC News. You can watch it [on our website](#).



### Climate retrofitting project a refuge in low-income households during heatwaves and extreme cold

By Rachel Clayton  
Posted Sun 2 Apr 2023 at 7:17am



Deb McDonald says the program not only made her healthier, it made her happier. (ABC News: Rachel Clayton)

Help keep family & friends informed by sharing this article

[abc.net.au/news/project-makes-hous...](https://abc.net.au/news/project-makes-hous...)

[COPY LINK](#)

[SHARE](#)

Deb McDonald knows how to get creative when it comes to heating and cooling her home.

'I used to put bottles of iced water in the freezer, and then I put them underneath the fan, and that was my air conditioning,' she said.

In winter, the 67-year-old would don a woollen hat, chop and gather wood for the fire, and wrap herself in blankets to stay warm.

But the smoke from the fire and the exertion from collecting wood often exacerbated the symptoms of her chronic

#### Key points:

- The pilot project was rolled out across 16 low-income households in the Geelong region
- One room in the home was retrofitted with a split system, fan, and insulation to create a refuge during heatwaves or extreme cold
- Preliminary results showed the

# Key Highlights

## SINGLE-USE PLASTIC BAN BUSINESS ENGAGEMENT

During the second half of 2022, Geelong Sustainability was engaged by Sustainability Victoria to directly engage with businesses across the Barwon South-West region regarding the February 2023 Single-use Plastic ban.

The purpose of this engagement was to inform businesses about the ban, ensure they were ready for it, answer any questions about the ban, provide additional information about alternatives, encourage conversations about reusables, and collect survey data for Sustainability Victoria. We were able to speak with 828 businesses in total, with 693 of these completing the full survey.



## COMMUNITY ENERGY REVOLVING FUND AND COMMUNITY POWER HUB

The Community Energy Revolving Fund consistently delivered throughout 2022-23. We were incredibly pleased to receive a \$200,000 donation to the fund from PMF Foundation, a local philanthropic organisation. These funds are helping deliver renewable energy for the region, including a 20kW solar installation at Freshwater Creek Steiner School.

In addition, we were successful in our application to restart the Community Power Hub program thanks to generous support from both Geelong Community Foundation and PMF Foundation. The Hub will continue its great work from 2022, with a focus on directly supporting not-for-profit community organisations to address rising energy costs through the development and implementation of renewable energy projects.

## SUSTAINABILITY SERVICES

Throughout the year we have continued to deliver high quality service offerings to the community. These have included Residential Efficiency Scorecard Assessments, Thermal Camera Assessments and 1:1 Consultations with a Sustainable Building Design Expert.

We have also launched a new service, 1:1 Sustainability Consultations, where independent experts can help answer questions and provide residents with trusted advice about all things related to sustainable energy, specific to their needs. The feedback for all our offerings has been positive, and we look forward to continuing these into the future.





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## SUSTAINABLE HOUSE DAY 2022

Sustainable House Day 2022 was our fourteenth consecutive year hosting the event. The intention of Sustainable House Day is to support, inspire and empower residents to make changes in their home environment to reduce their energy bills and their carbon footprint.

Sustainable House Day is delivered with support from the City of Greater Geelong, and in 2022 we provided the region with an amazing weekend full of seminars and open houses.

This year it was held across the entire weekend of 15 and 16 October, giving people even more opportunity to explore new and innovative ideas and solutions.

On Saturday 15 October we ran three seminars on various educational topics, with 420 tickets sold, and on Sunday 16 October we opened nine homes around the region with 1,444 house visits recorded.



## CLIMATE SAFE ROOMS FINAL OUTCOMES REPORT

In early 2023 we analysed and compiled the data recorded from the Climate Safe Rooms program, which was collected throughout 2019 - 2022. Through this process, we were able to complete the project's final report, which shows that the outcomes of the project have been remarkable. The report is now publicly available on our [website](#).

Participants reported increased comfort, health and happiness. While we were compiling the report, the project was picked up by ABC News, and an article and video report were released. The final report and executive summary are now available on our website, and we are hopeful that the project will be scaled up with future government funding.

# Key Highlights cont.

## CLIMATE ADVOCACY

Climate Advocacy is one of our key organisational priorities, and we were once again very active in this space throughout the last financial year. On a local level, we played a key role in opposing the City of Greater Geelong's budget changes in April, which largely ignored the urgent need for climate action.

Throughout the year we met with our State Members of Parliament to impress upon them the important role that Geelong Sustainability and our community play in transitioning the region to become a sustainable role model.

We made several submissions to the Federal Government regarding issues such as the Minimum Feed-in Tariff Review and the Safeguard Mechanism Reform, both of which can be found on our website. We strongly supported the community's advocacy around both the Lara Incinerator and the Code for Corporate Citizenship.

Finally, we attended a Climate Forum with Federal Minister for Climate Change, Chris Bowen MP and local Member for Corangamite Libby Coker MP, where we expressed our top priorities for the region.



## GREEN DRINKS

Throughout the year we hosted a series of community information events focused on climate change and sustainability, to educate, upskill, empower and inspire our community. This event series is an opportunity for like-minded community members to come together to learn about a range of topics. We were able to reach a wide range of new audiences through this series, with up to 50% of attendees at

each event saying that this was their first involvement with Geelong Sustainability. Each event featured a range of keynote guest speakers, panellists or climate-focused activities covering topics including regeneration, induction cooktops, divestment, celebrating women in climate, and circular living. In 2022-23, we hosted 282 attendees at seven events around the region.



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## REAL DEAL FOR GEELONG

Geelong Sustainability was heavily involved in the Organising Committee for the Geelong Real Deal project throughout the financial year and beyond.

The Organising Committee is a coalition of community organisations, unions and faith groups which seeks to avoid the worst impacts of the climate crisis and ensure that no-one is left behind in the energy transition. From November 2022 to February 2023 we helped conduct a community-wide listening campaign. The results of this can be found in the [Real Deal Community Listening Report](#).

The Community Forum, held on Wednesday 10 May at Cloverdale Community Centre, welcomed over 100 community members and dignitaries. We heard from the Real Deal project organisers, as well as some of the community members, who shared their stories of hardship during the listening campaign.

Geelong Sustainability will continue our involvement in this important project as we particularly want to see equity in the climate transition, as well as quality, sustainable, affordable housing throughout Geelong.



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## QUEENSLIFFE ENERGY EFFICIENT HOMES PROGRAM

In May 2023 we were engaged to deliver the Queenscliffe Energy Efficient Homes Program, an initiative of Queenscliffe Climate Action Now (QCAN) supported by the Borough of Queenscliffe.

In June our team were welcomed to the Borough to deliver a training program to QCAN

volunteers so that they could go on to assist our expert in his home energy assessments.

Throughout 2023-24, the program will go on to deliver up to 90 subsidised energy assessments for Borough residents.



# Networks, Partnerships & Memberships

**Geelong Sustainability has been an active contributor to a number of regionally significant networks, partnerships and advisory committees. Throughout 2022 and 2023 we've collaborated with numerous organisations, building lasting partnerships for ongoing impact.**

We represent our members on the following advisory committees and regionally significant partnerships:

- Barwon Region Alliance for Community Energy - BRACE
- Barwon Water, Environmental Advisory Committee
- Bellarine Catchment Network
- City of Greater Geelong, Clever and Creative Vision Partners
- Committee for Geelong, Strategy & Policy Committee
- Geelong Port, Community Liaison Group
- G21 Geelong Regional Alliance, Sustainability Pillar
- GROW - G21 Regional Opportunities For Work
- A Real Deal for Geelong, Sponsoring Committee
- Regional Innovation for a Circular Economy - RICE

We maintain financial membership with the following organisations:

- Australian Conservation Foundation - ACF
- Coalition for Community Energy - C4CE
- Committee for Geelong
- Environment Victoria
- Geelong Chamber of Commerce
- Geelong Field Naturalists Club
- G21 Geelong Regional Alliance
- Surf Coast Energy Group
- Volunteering Geelong
- Our Community

We also collaborate with and support the work of many other community organisations.





# Acknowledgements

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**Geelong Sustainability has built its success over the last decade upon the amazing contributions of its many passionate and capable volunteers, members, staff, contractors, partners and networks.**

## **2023 BOARD MEMBERS**

David Spear  
Merilyn Harris  
Sara van der Meer  
Neil Plummer  
Vivienne Burke  
Fred Ritman  
Emma Connan

We wish to thank and acknowledge the huge contribution made by all board members this year.

## **VOLUNTEERS**

Vicki Perrett  
Yvonne Parker  
James Rourke-Dunkley  
Noreen Nicholson  
John Pearce  
Melanie Tripp  
Rob Gardner

We'd like to extend our thanks to all our volunteers who assisted with events and other initiatives.

## **STAFF AND CONTRACTORS**

Dan Cowdell  
Emilie Flynn  
Jess Hobbs  
Karina Donkers  
Mark Borroni  
Sahar Naghashian

## **PUBLIC FUND SUBCOMMITTEE**

Dave Campbell  
Fred Ritman  
Sarah Jelley

## **MEMBERS AND DONORS**

Thank you to our financial members and donors for your ongoing support and encouragement.

## **NETWORKS AND PARTNERSHIPS**

ACF Community Geelong  
Australian Conservation Foundation  
Barwon Region Alliance for Community Energy (BRACE)  
Barwon Water  
Bellarine Catchment Network  
City of Greater Geelong  
Environment Victoria  
Ephe  
Freshwater Creek Steiner School  
G21 Geelong Regional Alliance  
Geelong Chamber of Commerce  
Geelong Field Naturalists Club  
Geelong Media  
Geelong Real Deal  
Geelong Regional Library Corporation  
Jeztek Plumbing  
RACV Solar  
Reclaim Energy  
Responsible Cafes  
Regional Innovation for a Circular Economy (RICE)  
Women in Local Democracy Geelong (WILD)

## **SUPPORTERS**

Victorian Department of Energy, Environment and Climate Action  
Sustainability Victoria  
City of Greater Geelong  
The Gordon  
Beavs Bar

## **SUSTAINABLE HOUSE DAY 2022**

### **SPONSORS**

Barwon Water  
Borough of Queenscliffe  
Golden Plains Shire  
Homes with Integrity  
Pickering Windows  
RACV Solar  
SO'R Constructions  
Surf Coast Shire  
Timber Zoo  
Velocity Solar

# Treasurer's Report

I undertook the role of Treasurer this financial year, after being elected at the AGM in November 2022. I am thrilled to return to the organisation during this period of extraordinary growth, having previously served as Treasurer for three years from 2017 to 2020.

The five-year financial overview (following) shows that the 2021-22 financial year (FY22) was Geelong Sustainability's most significant financially. It was also the most ambitious to that point with the delivery of major government grant projects such as the Community Power Hub and the Small Business Energy Saver Program. FY22 also saw the employment of a CEO and staff to manage the organisation's operations and oversee the delivery of these and other significant projects.

The 2022-23 financial year (FY23) has been one of major organisational development. It has seen GS successfully transition to a more sustainable and self-sufficient financial model, while also improving all aspects of its governance and tightening its strategic focus to better address its environmental and social impact.

Establishing good financial governance by following AICD best practice, budget setting and the delivery of a Business Plan which has included diversification of revenue streams, has been the main financial focus this year. And to assist the Board in fulfilling its governance roles, two new subcommittees have been established to develop advice and options for consideration by the Board:

- Governance Subcommittee
- Audit, Finance and Risk Subcommittee.

During the financial year, GS employed three staff and three independent contractors who were largely responsible for the delivery of the organisation's key initiatives.

## FINANCIAL POSITION

Geelong Sustainability posted an operating surplus of \$165,910 for the financial year ending 30 June 2023, bringing total equity at the end of the reporting period to \$572,987.

This is a positive result, particularly given it is only the second financial year since transitioning to a new operating model of CEO and staff, and the higher operating expenditure that comes with that.

## INCOME

The Board and CEO made deliberate efforts this financial year to diversify the organisation's income streams. In FY22, 81% of income was derived from grants. In anticipation of reduced grants in FY23, due to shrinking government budgets in the aftermath of COVID-19 and heading into a challenging financial climate, this was an important step.

Noteworthy income items include:

- Philanthropic donations totalling \$200,000 from PMF Foundation
- Sale of services to Sustainability Victoria for Single-use Plastic Ban business engagement
- Two State Government grants from DELWP and Sustainability Victoria, and three small grants from the City of Greater Geelong.

Other income was derived from membership fees, strategic partnerships with regional councils, sponsorship and referral fees from the 2020-21 Geelong Community Solar Program.

## EXPENSES

Major expenses related to staff and consultancy costs required for the delivery of our initiatives. The key expense items in FY23 were:

- Employee expenses
- Consultancy fees
- Computer expenses (website, software).

Consultancy fees were paid to independent contractors and professional service providers who were engaged to facilitate the delivery of a number of projects:

- The Neighbourhood Battery Initiative
- The Circular Living Challenge
- Sustainable House Day 2022
- Climate Safe Rooms data analysis
- Energy efficiency services for households and businesses, and
- Board strategic planning workshops.

## ASSETS

The organisation's financial assets have expanded again this financial year with 'Cash at Bank' increasing from \$388,807 to \$636,343. The Community Energy Revolving Fund and GS Public Fund bank accounts both hold large balances, which will be deployed towards community projects in the 2023-24 financial year (FY24), through the Community Power Hub project.

The increase in 'Cash at Bank' has prompted the Board to change banking arrangements to leverage higher interest-bearing savings accounts, term deposits, and to also split cash assets across two banks to make use of the \$250,000 government bank guarantee. These changes will be evident in the FY24 financial reports.

## LIABILITIES

Geelong Sustainability is carrying minimal liabilities compared to assets.

This financial year we have also established new accounting practices to account for Employee Benefits (annual leave, long service leave) and Grants Received in Advance. These changes provide the Board with more accurate tracking of financial liabilities on a monthly basis.

## NEXT FINANCIAL YEAR

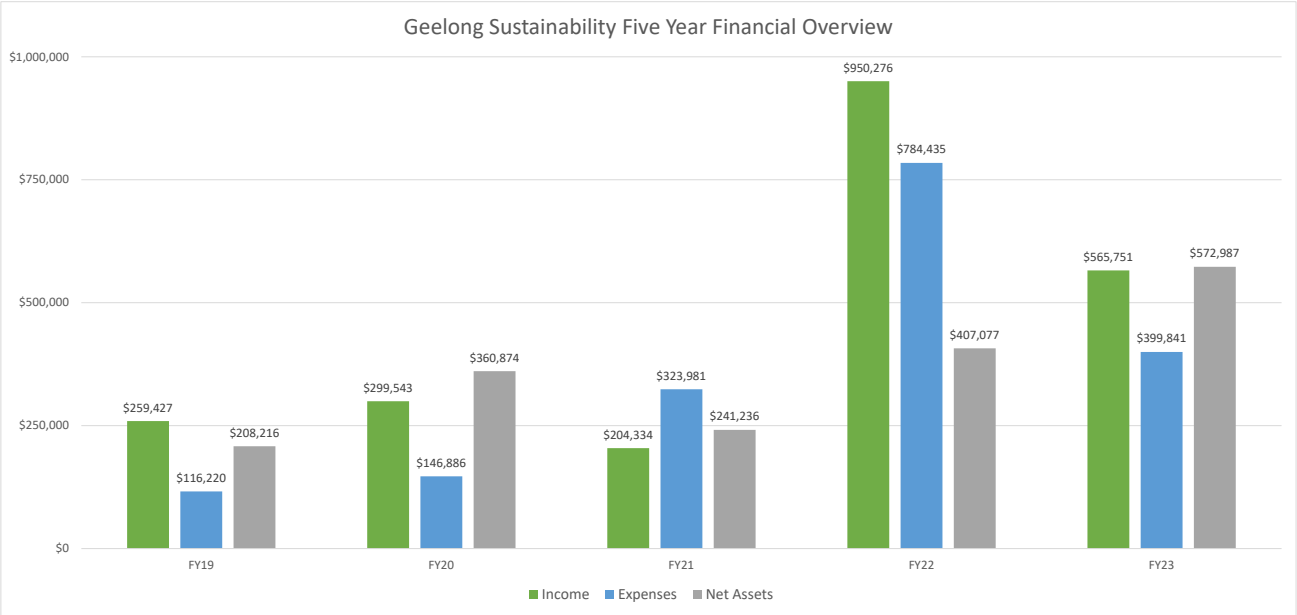
During budget setting processes for FY24, the Board and CEO discussed Geelong Sustainability's considerable cash holdings. The Board was of the view that the organisation should not unnecessarily hold excess cash that could otherwise be applied to achieving our environmental purposes. The Board has therefore adopted a conservative budget for FY24, which will result in a projected \$100,000 deficit for the year, while still maintaining a strong financial position and cash flows. This will increase our capacity to deliver more strategic and targeted initiatives and maintain our trajectory for community impact.



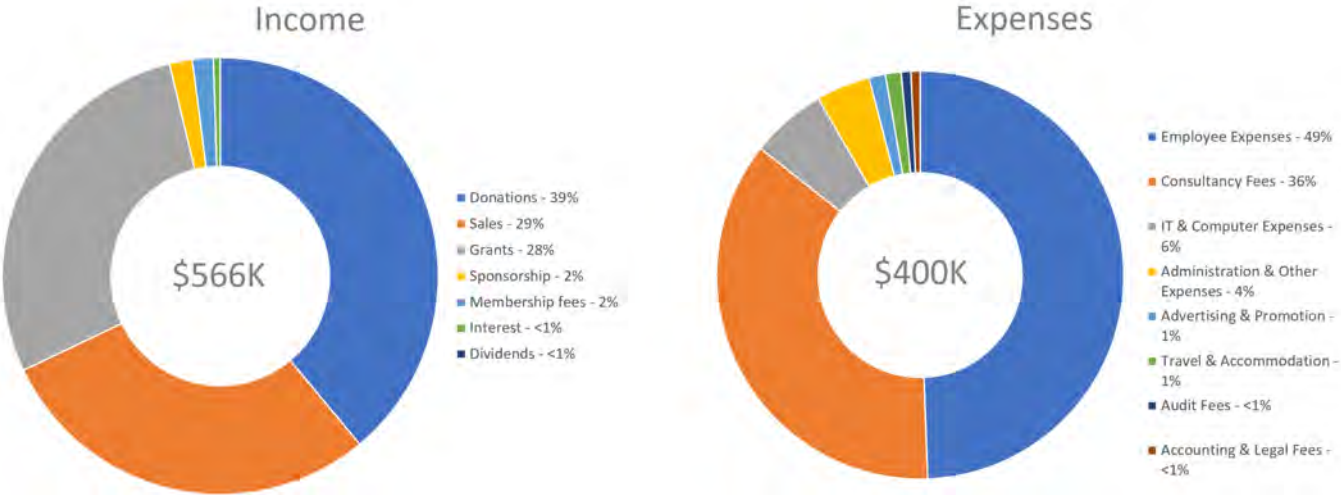
Sara van der Meer  
Treasurer



# FIVE YEAR FINANCIAL OVERVIEW



# FY23 INCOME & EXPENSES



# Geelong Sustainability

Geelong Sustainability is a not-for-profit community organisation and registered charity that supports residents of Geelong and surrounding regions to be more sustainable in their everyday lives. We deliver events, projects, campaigns and services which help educate and support our community's transition to a zero-emission climate ready future.

Together we can achieve so much more!



**Geelong Sustainability Group Inc.**

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**GEELONG  
SUSTAINABILITY**