

# Annual Report

# 2023-24



Environment Victoria is one of Australia's leading environment groups, independent and not for profit. We take on the biggest threats to our climate and environment. We inspire, empower and lead people and communities to take action, building power to solve the climate crisis, achieve a healthy environment and secure a fair and thriving Victoria.

Environment Victoria acknowledges that we live and work on Aboriginal land and that this country has been cared for since time immemorial by Traditional Owners, whose sovereignty has never been ceded.

We pay our respect to Victoria's Traditional Owners, past, present and future. We respect their leadership in caring for country and support treaties that empower them to continue to do so.

We understand that colonisation has been an unjust and brutal process that continues to impact on Aboriginal and Torres Strait Islander peoples and their country today. As people living and working on Aboriginal land it is incumbent on us to play our part in righting this historical wrong. Indeed, our vision of a society living in harmony with a healthy environment depends upon it.

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Annual Report  
**2023-24**



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Image: Doug Gimesy

This report covers our activities and financial performance for the 2023-24 financial year. We have defined the content of this report to respond to the commitments set out in our 2023-24 Annual Plan and our Strategy. The report outlines our performance against our strategic objectives, which were developed in consultation with our key stakeholders.

We welcome feedback regarding the content of this report and our activities generally. Responses can be directed to [admin@environmentvictoria.org.au](mailto:admin@environmentvictoria.org.au) or by calling 9341 8100.



# Big Achievements This Year



**10,000**  
VOICES

Brought the voices of **10,000 supporters**, including farmers, fishers, First Peoples and conservationists to Parliament House in Canberra to stand up for our rivers.



**2360**  
MEDIA MENTIONS

Achieved more than **2360** media mentions across all platforms.



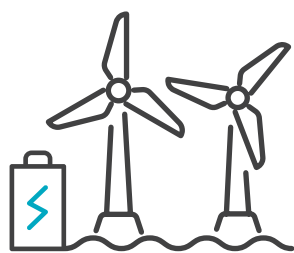
**135**  
VOLUNTEERS TRAINED

Trained **135** volunteers across the state through our People Power Workshop series and Autumn Summit.



Our 2024 Action Network Summit was a two-day training for people who want to learn more about building power through community organising.

Image: Doug Gimesy



**95%**

OFFSHORE WIND  
AND BATTERY STORAGE  
TARGETS BY 2035

Secured legislation for Victoria's new renewable energy target of **95 per cent by 2035**, plus new offshore wind and battery storage targets.



**COMMUNITY-LED  
CAMPAIGN**

PHASING OUT POLLUTING  
GAS APPLIANCES

Our **community-led campaign** pushed the Victorian government to start developing a plan to phase out polluting gas appliances.



**450  
BILLION**

LITRES OF WATER

Secured Commonwealth legislation to resume water buybacks and guarantee **450 billion** litres of water promised for our rivers.



River advocates from Victoria, NSW, SA, and QLD in front of Parliament House pushing for a strong plan for healthy rivers.

Image: Hilary Wardhaugh

# Our Strategy 2024-2028

Environment Victoria's strategy operates on a rolling four-year time horizon with reviews every two years providing the opportunity to update assumptions and change course where necessary. In 2024 we are reviewing the plan and we look forward to sharing the outcomes with our community soon.

## Our Purpose:

We are building a movement of people across Victoria to create a just society living in harmony with a healthy environment.

## Our Role:

We are a campaigning organisation that wins just solutions to the biggest environmental problems in Victoria. We make change through:

- Growing a diverse network of empowered volunteers who organise and mobilise their communities
- Collaborating with other organisations and networks to build a bigger movement for environmental justice
- Acting as a trusted voice and influential advocate to decision-makers
- Changing the public conversation to make big change possible by exposing hidden injustices, discrediting false solutions and elevating real solutions
- Running strategic and focused people-powered campaigns to win systemic change

## Our Values:

**Love** – inspired by love for people and nature in everything we do, we focus on what connects us and builds commitment to the common good

**Justice** – working to redistribute power and resources, we strive for equity, empowered communities and First Nations self-determination

**Courage** – despite difficulty and uncertainty, we act with integrity and do what it takes to meet the challenges we face

**Innovation** – we approach our work with curiosity and humility, always looking for opportunities to learn

**Impact** – we are transparent in our decision-making and focused on getting results for our community and environment

## Our Goals:

- 1** A fast and fair transition from fossil fuels to renewable energy
- 2** Healthy flowing rivers across Victoria and the Murray-Darling Basin
- 3** A strong, cohesive and diverse Victorian environment movement
- 4** A creative, resilient and inclusive organisation capable of driving real change at the scale we need

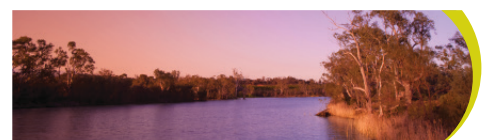




Image: Doug Gimesy







# A Message From Our President and CEO

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**Connor Costello**  
President



**Jono LaNauze**  
CEO

Environment Victoria has a long history of being at the forefront of environmental and social justice campaigning, and this year was no different.

From being one of the first groups to call for and end to burning coal in the 1980s, we're now leading the debate about the need to give up methane gas. Together we've convinced the Victorian government to take the challenge seriously. And that spells the beginning of the end for gas, not just in our state but across Australia. As the nation's biggest domestic market for gas, Victoria is the beating heart of the industry's social licence, so they're throwing everything they can at us, including sponsoring a multimillion-dollar greenwashing campaign through the popular TV program MasterChef. We haven't won yet, but we have the industry on the ropes, and that's something our community can be proud of.

In 2022, as the rescue plan for Australia's greatest river system turned ten years old, it had become clear that the Murray-Darling Basin Plan was failing, putting at risk 256 threatened species and over six million hectares of wetland habitat. Knowing we couldn't turn it around on our own, Environment Victoria set out to build a national campaign with our colleagues from the three other Basin states. This year the alliance achieved a historic milestone, convincing the Albanese government to guarantee environmental water recovery through the Restoring Our Rivers Act. To make sure that promise is

followed through, we've set up the Murray-Darling Conservation Alliance Ltd (MDCA) as a registered charity that will continue the national campaign all the way through to 2026 and beyond.

Environment Victoria continued its commitment to First Nations justice this year. We hosted an online platform for young First Nations leaders to deliver an impassioned call to the environmental community to back a Voice to Parliament. Environment Victoria supporters heeded the call, staffing calling parties, delivering yard signs, and handing out flyers on the day of the referendum. Sadly the result of the vote showed we have more work to do. In the year ahead we will help build broad community and stakeholder support for Treaty in Victoria. And from the Murray to Gippsland, our campaigns will back First Nations to be in the driving seat when it comes to caring for Country and repairing damage to it.

Environment Victoria is proudly independent. We are able to speak truth to power because we don't receive funding from government or big business. We are funded by donations, powered by volunteers and governed by talented independent directors. We'd like to thank every one of our supporters for making our work possible, and thank those members of our community who stepped up to join the Board this year through the open recruitment process.

# Victoria Beyond Coal

**Ten years on from the Hazelwood mine fire, we're continuing to work alongside the Latrobe Valley community for a fast and fair transition to clean energy and pushing back on dangerous new coal-to-hydrogen and nuclear schemes.**

## Cleaning up coal for good

Our community-led campaign to hold coal mine owners and the government accountable for cleaning up coal mines has made important progress.

Engie's proposal to fill the Hazelwood mine pit with water would have a devastating impact on local waterways, and the plan has met consistent community opposition, including 145 submissions from our supporters. As a result, the Victorian government strengthened the Environmental Effects Statement (EES) so that Engie must consider alternatives to a pit lake and alternative water sources – including recycled or desalinated water.

Meanwhile at Loy Yang, community feedback succeeded in forcing AGL to improve the liners for its coal ash dumps,

providing better protection against groundwater pollution and setting a precedent for the other mines.

Finally, after years of campaigning for independent analysis of rehabilitation options, the government updated its Latrobe Valley Rehabilitation Strategy to assess rehabilitation options and water sources for the Yallourn and Loy Yang mines. It also created new limits and conditions on water taken for rehabilitation.

## Rejecting false solutions

Alongside communities in the Latrobe Valley and Westernport Bay we've opposed the Hydrogen Energy Supply Chain (HESC) coal-to-hydrogen project and the Coalition's nuclear power thought bubble, which threaten to divert effort and funding away from renewable energy solutions.

With an alliance of grassroots groups, we supported a parliamentary petition to oppose the HESC coal-to-hydrogen project and make Victorian MPs aware of the enormous risks and community opposition. We produced a video explainer to spread the word, and our supporters contacted every single Victorian MP to ask that they oppose further funding.

We also joined local groups led by Voices of the Valley for a snap anti-nuclear rally at the office of Nationals MP Darren Chester. We received national coverage for an op-ed by our Gippsland organiser that highlighted the local opposition to the Coalition's nuclear proposal, which would threaten Gippsland's growing renewable energy industry and put nuclear reactors beside flammable mine pits in an earthquake-prone region.

## Key campaign outcomes:

- **The owners of Hazelwood mine will now have to consider ways to reduce the water they take from local waterways as part of the EES.**
- **Victoria has declared a new renewable energy target of 95 per cent by 2035 and new wind and storage targets became law.**



## Hazelwood mine fire, ten years on

In February we commemorated the tenth anniversary of the Hazelwood mine fire with a powerful film about the local community's fight for accountability from the government and Engie – the mine's owner.

The fire burned for 45 days, claimed an estimated eleven lives, and exposed thousands of locals to harmful pollutants which caused lasting health impacts. The community responded with care, camaraderie and powerful advocacy for their rights to a safe environment. Their demands for action led to two government inquiries, and as a result the community secured crucial reforms and new services.

The anniversary events in Melbourne and Morwell celebrated the strength, resilience and power that will help the Latrobe Valley community to secure proper mine rehabilitation and build a vibrant, healthy future beyond coal.

**Inset Image: We delivered our rehabilitation petition directly to Engie during a visit to Hazelwood mine. From left, Isabella Farrell-Hallegraeff (Environmental Justice Australia), Joy Toose (Environment Victoria) and Ally McAlpine (Environmental Justice Australia).**

**Right: The Morwell Community Day marked 10 years since the Hazelwood mine fire with stalls, kids' activities, panel discussions and more.** Image credits: Life After Coal and Isabel Kimpton





# Electrify Victoria

**Our community campaign to electrify Victoria is paying off, and we now have a chance to show that the state which burns the most methane gas in our homes can break free from this dirty energy.**

## Community campaigns to #ElectrifyVictoria

In winter 2023, we gained wide media attention for a powerful report showing that Victorians could save about 75 per cent on their heating bills by switching off gas.

We ran a community survey to reveal what Victorians think of gas, then turned it into a briefing paper, which Action Network volunteers delivered to almost every Victorian MP, sending a powerful message about public support for a fast and fair transition from gas.

Then, when the sun started shining, volunteers across the state took photos of themselves with our lightning bolt logo, calling on the Victorian government to #ElectrifyVictoria, and splashed the results across social media.

## A roadmap for getting Victoria off gas

Victoria uses more gas than any other state, which means that transitioning off this fossil fuel is no small task.

In July the Victorian government announced an end to new gas connections. This means new homes requiring a planning permit will be all-electric from 2024 – a powerful statement and a big step forward.

In December the government released an updated Gas Substitution Roadmap which includes developing regulations to phase out gas appliances from existing homes and businesses

We've been working with a powerful alliance of environment, social and renters' groups to make sure the government follows through with an ambitious plan to get Victorian households off gas that leaves no-one behind.

## Exposing gas industry greenwashing

In a classic case of greenwashing, Australian Gas Networks has used its sponsorship of beloved TV reality show MasterChef to promote “renewable” gas, meaning biogas and hydrogen. In reality, these gases will never power Victorian households, but the industry is using the idea as a smokescreen to delay electrification and keep us burning methane gas for longer.

Working with allies, we exposed the gas industry's lies through a powerful media and digital campaign that gained widespread coverage. Our message about the climate and health impacts of gas reached far and wide. More than 5000 Victorians who searched online for “renewable gas” visited our myth-busting blog, while 318,000 saw our “greenwashing” content on Facebook, and 2500 Victorians signed our petition asking MasterChef to drop AGN as a sponsor ahead of the next season.

We'll continue to call on MasterChef to drop polluting gas industry sponsors and keep exposing renewable gas as a furphy.

### Key campaign outcomes:

- **Our community-led campaign saw the Victorian government announce an end to new household gas connections and start developing a plan to phase out gas in the home completely.**
- **We exposed the gas industry's greenwashing and the climate and health impacts of gas with wide-reaching criticism of their sponsorship of MasterChef.**

# Healthy Rivers

**450 billion litres of water – almost as much as in Sydney Harbour – can finally be delivered to the environment, providing a crucial lifeline to wetlands and wildlife.**

## Standing by our rivers

At the last election federal Labor promised to fix the Basin Plan and restore the Murray-Darling river system to health. But it would take a huge demonstration of grassroots power to hold them to this promise in the face of opposition from big corporate irrigators. So we built a diverse regional coalition of farmers, fishers, environmentalists and First Nations and ran a campaign with full-page ads, billboards, 10,000 petition signatures, 152 photos and 264 personal stories – all delivered to federal water minister Tanya Plibersek at Parliament House. Finally, we helped 24 river advocates from every corner of the Murray-Darling Basin to travel to Canberra and tell their stories to politicians, including foreign minister Penny Wong, Nationals leader David Littleproud and South Australian Liberal Senator Andrew McLachlan, as well as key crossbench senators, the Greens and members of the Labor caucus. This huge effort paid off when the legislation was passed with amendments to make it stronger.

**Inset Image: River advocates from Victoria, NSW, SA, and QLD in front of Parliament House pushing for a strong plan for healthy rivers.** Image: Hilary Wardhaugh.

**Main image: CEO Jono La Nauze speaks to the media with federal environment minister Tanya Plibersek.** Image: Hilary Wardhaugh.

## 450 billion litres of water for the environment

When federal, state and territory governments agreed to the Murray-Darling Basin Plan in 2012, it included delivering 450 billion litres of additional water for the environment. That's almost as much water as in Sydney Harbour, which should have been flowing to wetlands and wildlife every year. Instead progress stalled for a decade. The legislation we secured in late 2023 gives the government greater powers to recover this vital water, including through buying back irrigation entitlements. The first round of water purchases opened for tender in July 2024 – a huge milestone for reviving our rivers back to health, and one that would not have been possible without the coordinated advocacy of Environment Victoria and our counterparts in NSW, QLD, South Australia and the ACT.

## Working towards water justice

Australia is the driest inhabited continent and home to the world's oldest living culture. That makes First Nations people the most experienced and successful water managers in human history. Despite this, they are largely locked out of managing and caring for waterways today. In the colonisation of Australia, water was stolen along with land, and First Nations today own less than 0.2% of water entitlements in the Murray-Darling Basin.

The Albanese government had made an election promise to increase First Nations ownership of water entitlements and participation in decision-making, but the original bill before Parliament fell short of this promise. We backed Murray Lower Darling Rivers Indigenous Nations (MLDRIN) in pushing for a better deal, and the Greens and Independent Senator Lidia Thorpe were able to secure changes to begin to address these injustices. We continued our collaboration by co-hosting a big forum on water justice in Swan Hill in July 2024.





### Key campaign outcomes:

- Achieved legislation to finally guarantee 450 billion litres of water long promised for our rivers and made sure the Commonwealth started buying back water again.
- Brought the voices of 10,000 supporters, including farmers, fishers, First Peoples and conservationists to Parliament House in Canberra to stand up for our rivers.

# People Power

**Our Action Network is thriving, with another jam-packed year of training, outreach events and powerful campaign actions.**

## Growing the Action Network

Our training program continues to go from strength to strength. A hundred people attended our People Power workshops online in August and September 2023, and in April 2024 we held our Autumn Summit, a residential retreat in beautiful Belgrave for 35 participants from around the state. It was an inspiring weekend of learning from each other and guest speakers, building community organising skills, deepening our shared commitment to environmental justice and making plans for action.

Our star-studded team of volunteer Local Organisers continues to show great leadership in their own communities around Gippsland, Ballarat, Melbourne's south-eastern suburbs, the Mornington peninsula and within our Action Network, running events, local campaign actions and stepping into facilitation at our training events.

The strong relationships and commitment within our Action Network fuels its incredible leadership. From street conversations to engage the community about methane gas, hand-delivering briefing papers to MPs and even to the Premier at Parliament House, to taking photos dressed as lightning bolts and sending in video submissions to the Victorian Inquiry into Climate Resilience. This network is creative, tireless and inspiring in driving our impact on campaign decision makers.

## Building a diverse and powerful movement

Across Victoria, we are leaning into cross-cultural organising with a view to building new connections, celebrating and supporting leadership on climate and environmental solutions from people who have traditionally been under-represented in our movement.

We piloted this work by holding Table Talk events with multicultural communities in the Greater Dandenong region, and we are now expanding it across other parts of the state, with a strong focus on western metropolitan Melbourne. Since kicking off in October, we've held nine table talks with migrants and community members from many cultural backgrounds including Vietnamese, Chinese, Pasifika and South Asia. We've also been showing up, listening to community views and networking at local cultural, religious and community events, including the Latrobe Valley Eid festival, Maribyrnong's migrant morning tea, Footscray's Living Futures Expo and international student events in Melbourne.



### Key campaign outcomes:

- **We continued to build the collective strength and capacity of the Action Network – a powerful force of more than 3500 volunteers taking actions in their communities and online.**
- **We trained 135 participants this year through our People Power Workshop series and Autumn Summit, building leaderships skills, commitment and connections across the state.**





**Inset Image:**  
Volunteers delivered our gas briefing paper to the Premier at Parliament House.

**Right, from top:**  
1) Welcoming new volunteers.

2) A 'Table talk' event in Tarneit.

3) A 'Table talk' event with Tarneit "Club 60".

4) A 'Table talk' event in Noble Park with the Chinese senior community.



# First Nations Solidarity

Wherever we work, Environment Victoria is conscious that we are on First Nations lands and waters. Which is why, from the Murray-Darling to the Latrobe Valley, our campaigns work with Traditional Owners and First Nations communities to deliver shared environmental justice outcomes. We also recognise our responsibility to go beyond our existing campaign priorities and support First Nations to achieve land justice, address inequality and build power to make decisions about Country and culture.

After consulting with First Nations allies, this year we committed to working to build public support for a First Nations Voice to Parliament in a way that would build momentum for greater change.

In the lead-up to the referendum in October 2023, we organised our allies in the environment movement to mobilise their supporters, hosting thirteen call parties, a national webinar and engaged with our supporters on First Nations justice. Our

webinar was co-hosted by conservation councils across the country and featured five First Nations speakers sharing their views on the Voice and what it means for the environment.

The referendum result was devastating, and nothing can take away from that fact. Nonetheless, we were proud to stand with the First Nations people who called on us to act, and we persuaded many undecided voters to vote Yes.

In our Healthy Rivers campaign, we've been working with First Nations across the Murray-Darling Basin, including peak body Murray Lower Darling Rivers Indigenous Nations (MLDRIN), to support their demands for water justice. In July 2024 we also co-hosted a big forum on water justice in Swan Hill. For more information about our work in this space, see 'Working toward water justice' on page 14.

In the coming years we will be answering the call to back in Treaty for Victoria.



**The River People's Forum in Swan Hill was organised by local environment groups Sustainable Living in the Mallee and Friends of Nyah Vinifera Park, with support from Environment Victoria, MLDRIN and Swan Hill Rural City Council Events fund. Image: Samantha James**



# Reports and Submissions

In the 2023-24 financial year, we produced a series of major reports and made detailed submissions to key government processes. This work has helped shape policy outcomes, generate media coverage and change the debate on core issues such as gas demand, mine rehabilitation, energy transition and water use. All reports and submissions are available on our website at [environmentvictoria.org.au/category/reports](https://environmentvictoria.org.au/category/reports)

## Reports

- Doomed Without a Drink
- It's a Gas: How ditching gas this winter can cut heating bills by 75%
- Debasing the Basin Plan
- What Victorians Really Think About Gas
- Gas Substitution in Victoria: Policy solutions

## Submissions

- Submission to the Senate Standing Committee on Economics inquiry into residential electrification
- Submission to the Senate Standing Committees on Environment and Communications inquiry into the Water Amendment (Restoring our Rivers) Bill 2023
- Murray-Darling Conservation Alliance submission: Developing a new national water agreement
- Submission to Victorian government consultation on regulation of thermal waste to energy scheme
- Submission to federal Department of Climate Change, Energy, the Environment and Water (DCCEEW): First Nations Clean Energy Strategy
- Submission to federal Department of Infrastructure, Transport, Regional Development and Local Government: New Vehicle Fuel Efficiency Standards
- Submission to federal Department of Industry, Science and Resources on clarifying consultation standards for offshore oil, gas and carbon storage regulatory approvals
- Submission to National Offshore Petroleum Safety and Environmental Management Authority on Regia 3D Marine Seismic Survey
- Submission to DCCEEW on the draft framework for delivering the 450 GL
- Submission to Victorian Department of Energy, Environment and Climate Action on the Victoria Energy Jobs Plan
- Submission to DCCEEW: Comment on the South East Australia Carbon Capture and Storage Project
- Submission to DCCEEW on proposed Regulations for Offshore Electricity Infrastructure
- Submission to Victorian Water ministry in response to *Planning our Basin Future Together*





# Media Coverage

Reaching mass audiences through the media remains one of our most effective campaigning tools, allowing us to shape public debate while building the brand of Environment Victoria and its expert campaigners.

In the past financial year, we recorded more than 2360 media hits across all platforms, an increase of about 15 per cent over the previous year. We received coverage in a range of both regional and urban publications. ABC Gippsland featured the most mentions, followed by ABC Central Victoria and the Guardian.

Highlights included media coverage of our trip to Canberra to meet MPs and show support for Labor's improved Murray-Darling Basin Plan, exposing the gas industry's attempts to use the TV program MasterChef to promote the fantasy of "renewable" gas and pushing back against Coalition proposals for nuclear reactors in regional communities, including the Latrobe Valley.

Our reports and submissions also generated media coverage throughout the year. For example, our report *Debasing the Basin Plan* outlined Victoria's role in undermining the Murray-Darling Basin Plan and received broad media coverage including in South Australia and Indigenous media.

By consistently responding to breaking news in timely and incisive ways, Environment Victoria remains a go-to organisation for media reporting on gas and climate issues in Victoria. There is the potential to expand this into the Murray-Darling and Nature campaigns in the next period with timely reports and responses to government policy announcements.

To help achieve this, in April 2024 we invested in media training for our campaigners and community organisers with external media trainer Brett DaHoot.

## Key outcomes:

- Mentioned in major news outlets more than 2360 times, with a massive potential global audience, a small increase on last year's media coverage.
- Expanded our range of voices getting into the media, including in regional areas, and gave our campaign and community organising staff comprehensive media training.
- Published opinion pieces in high-profile media outlets reaching large mainstream media audiences.



Above: CEO Jono La Nauze appearing on the 7.30 report to talk about the Federal government's plan to resume water buybacks.





# Our Governance

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Environment Victoria Incorporated (referred to in this document as Environment Victoria) is an Incorporated Association under the Associations Incorporation Reform Act 2012 (Victoria) and is a Registered Charity under the Australian National Charities and Not-for-profits Commission. The principal activities of Environment Victoria are to safeguard Victoria's environment through advocacy and education. As of June 30, 2024 we had 240,095 supporters, 7,459 active cash donors, 5,126 regular givers and 284 individual and group members.

The organisation is governed by a Board of Directors in line with the requirements of Environment Victoria's Rules of Incorporated Association. Directors are appointed by Environment Victoria members at the annual general meeting and are members themselves. Directors serve for a minimum two-year term and do not receive remuneration for their role but may receive out-of-pocket expenses.

Directors govern the organisation and retain ultimate authority over its management, delegating the day-to-day management to the Chief Executive Officer. The CEO's responsibilities are guided by an annual plan, performance criteria and monitoring adopted by the Board. The Board conducts an annual performance review of the CEO.

Environment Victoria is endorsed as a Deductible Gift Recipient (DGR) registered with the Australian Taxation Office enabling the receipt of tax-deductible gifts. It is covered by Item 1 of the table in section 30-15 of the Income Tax Assessment Act 1997. All donations received are used to support Environment Victoria's charitable objectives.

## Role of the Board

The Board's primary role is the good governance of Environment Victoria, including the development and monitoring of long-term directions and goals and the strategies and policies needed to achieve these goals. The Board also appoints and manages the CEO and ensures that the organisation complies with its contractual, statutory and legal obligations; remains financially viable and proactively manages risks. The Board regularly engages with employees via strategy planning sessions, sub-committees, events and meetings. The Board also regularly invites senior staff to present key information to the Board, and the Directors are always available to provide support and advice or receive feedback.

To meet our governance requirements, Board membership is diverse and includes key competencies such as environmental policy and strategy, finance, legal, fundraising, strategy, audit, risk, communications and engagement. The Board regularly reviews the skills necessary to undertake its activities and undertakes a formal appraisal of its performance annually.

The Board operates sub-committees to investigate various issues and make recommendations. The Board currently operates three sub-committees, with membership consisting primarily of Directors with support from co-opted experts. The Board does not delegate its responsibilities to sub-committee members.

This year the Board had a focus on overseeing the establishment of the Murray Darling Conservation Alliance, the recruitment of four new members, overhauling our policy architecture, and overseeing the first biennial Strategic Plan review.

## Finance, Audit and Public Fund committee

This committee assists the Board to fulfil its responsibilities for the financial reporting process, the system of internal controls, the audit process, the organisation's processes for monitoring compliance with laws and regulations and codes of conduct, and the organisation's processes for recognising, identifying and dealing with financial risks. This Committee also oversees Environment Victoria's Public Fund.

## Fundraising, Communications and Engagement Committee

This committee provides advice to the Board on strategies to enhance the reputation and capacity of Environment Victoria and contributes to its long-term financial strength through leading the development of an effective revenue-raising strategy.

## Governance Committee

This committee provides support to the Board with regard to processes, policies, systems and frameworks that help maximise the efficiency, effectiveness and quality of Environment Victoria and the Board. It also leads the oversight, management and performance of the CEO.

# Directors' Report



Conor Costello

Paul Brown

Ralf Thesing

Tim Lo Surdo

Beth Koch

## **Conor Costello | President and Fundraising, Communications and Engagement Committee member and Governance Committee member**

Conor brings a breadth of experience in policy and advocacy, strategy and communications gained in the international development and government sectors. Conor has worked on a broad range of issues, including human rights in conflict, climate change, labour rights, gender equality and disability equity. Based in the UK for over a decade before returning to Australia in 2014, Conor's work has spanned both the global and local levels, in Australia and around the world. Conor joined the Board in 2020.

## **Paul Brown | Vice-President, Chair of the Governance Committee (retired October 2023)**

Paul is an experienced company director, entrepreneur and clean energy advocate. He is founder of Ironbark Sustainability and for 25 years has supported local councils and communities to avoid over 4 million tonnes of CO2 emissions and save \$700m of operating costs. Paul has helped to establish sustainability organisations including the Sustainable Living Festival, the Australian Wind Energy Association (now the Clean Energy Council) and the Australian Student Environment Network. Paul joined the Board in 2018 and stepped down at the AGM on 26 October 2023.

## **Ralf Thesing | Treasurer (retired October 2023)**

With a professional background in Finance and IT, Ralf has been a company director for many years and is very passionate about sustainability, climate action and renewable energy. Ralf brings extensive experience in the not-for-profit sector to the Board from prior roles, such as Treasurer and President of Renew (formerly Alternative Technology Association) and President of the Macedon Ranges Sustainability Group. Ralf joined the Board in 2017 and stepped down at the AGM on 26 October 2023.

## **Tim Lo Surdo | Chair of Fundraising, Communications and Engagement Committee (retired May 2024)**

Tim is the Founder of Democracy in Colour – Australia's first racial and economic justice organisation led by people of colour. Previously, Tim helped low-paid workers start Hospo Voice, a new

union in hospitality. He was the Head of Campaigns at Oaktree, a senior adviser to two Senators, the Campaigns Director at Jhatkaa, the Communications Director at UN Youth, and co-founded Open Sky. Tim is also on the Boards of Plan International, No to Violence, the Australian Marine Conservation Society, the Alliance for Gambling Reform, and Inner Melbourne Community Legal. Tim joined the Board in 2020 and stepped down in May 2024.

## **Beth Koch | Governance Committee Chair**

Beth Koch has a background as an Organiser and Campaigner on global poverty, environment and democracy. Beth works for the Australian Democracy Network as Fundraising and Development Coordinator, raising funds to support campaigns creating a healthy Australian democracy that puts people and planet first. Beth joined the Board in 2022 and took on the role of Chair of the Governance Committee in November 2023.

## **Aaron Lamb | Vice President and Fundraising, Communications and Engagement Committee Chair**

Aaron is a two-time Fundraising Institute of Australia award winner, with 15 years plus experience working in NFPs from Oxfam and Vinnies to Environmental Defenders Office. Aaron has spoken extensively on digital marketing, fundraising, brand communications in a crisis, and organisational leadership at conferences across Australia. He has also sat on the board of directors for Cambodian Kids Can. Aaron joined the Board in 2022 and took on the role of Vice President and Chair of the Fundraising Communications and Engagement Committee in August 2023.

## **Jed Gilbert | Treasurer and Finance, Audit and Public Fund Committee**

Jed is an experienced executive in government. He has consulted on public policy and corporate social responsibility, and has served on not for profit boards. He brings a depth of experience in strategy, governance, law, finance and occupational health, safety and wellbeing. He is passionate about climate change and inclusion. He's qualified with GAICD, BLaw (Hons), BComm (Business Law) and GradDipLang. Jed joined the Board in 2022 and took on the role of Treasurer and Chair of the Finance, Audit and Public Fund Committee in November 2023.



Aaron Lamb



Jed Gilbert



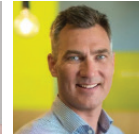
Jane Campton



Michaela Morris



Bettina Baldeschi



Bruce Thompson



Stacey Little



Tracey Martinovich

**Jane Campton | Secretary and Governance Committee member**

Over 18 years at the Victorian Bar, Jane developed a diverse advocacy practice appearing before most Victorian Courts and Tribunals. Her practice as a barrister included prosecuting offenders for breaches of the Environment Protection Act. Jane served as a County Court judge for 15 years, sitting in both the civil and criminal divisions of the Court. Jane brings to the Board an understanding of social issues, legal expertise in diverse areas of the law and a passion for minimising the risks of harm to human health and the environment from pollution and waste. Jane joined the Board in 2022.

**Michaela Morris | Finance, Audit and Public Fund Committee member**

Michaela is a climate change and ESG strategist with over a decade of experience translating climate science and policy into tangible action across the private and public sectors throughout the Middle East, Asia Pacific, and Australia. With an academic background in journalism, law, political communication, and climate change, she has worked in waste and resources management, program management and capacity building with the United Nations Development Programme, and technical and strategic advisory for Ndevr Environmental. Michaela joined the board in 2022.

**Bettina Baldeschi | Governance Committee member (commenced May 2024)**

Bettina has over 20 years' experience in social justice and international development, with a particular focus on advancing women's rights and gender equality. Bettina has worked with UNHCR and Oxfam Great Britain before spending over a decade in leadership roles at the International Women's Development Agency, including as its CEO. She brings experience in feminist leadership, strategy, communications and resource mobilisation, culture transformation, governance, and mentorship.

**Bruce Thompson | Finance, Audit and Public Fund Committee member (commenced May 2024)**

Bruce has over 25 years' experience in the sustainable energy sector bringing together unique

skills and experience to build practical and scalable responses to climate change. Bruce originally worked for Friends of the Earth and the Moreland Energy Foundation Ltd where was awarded the Brian Robinson Foundation Fellowship in 2007 for young environmental leadership and became the inaugural Chair of the Coalition for Community Energy (C4CE). Over the last decade Bruce has held senior executive and advisory roles in the renewable energy sector complemented by non-executive director roles in the not-for-profit sector.

**Stacey Little | Fundraising, Communications and Engagement Committee member, Governance Committee member (commenced May 2024)**

Stacey is an experienced native title practitioner, assisting native title groups to secure rights recognition, operate culturally responsive corporations, exercise their rights to protect and manage country, and embed the principles of self-determination and free, prior, and informed consent in agreement-making. She brings an understanding of native title and Aboriginal and Torres Strait Islander cultural heritage laws and related issues, including the renewable energy transition, treaty, and climate justice.

**Tracey Martinovich | Fundraising, Communications and Engagement Committee member, Governance Committee member (commenced May 2024)**

Tracey Martinovich brings extensive experience in movement building, philanthropy and strategy through over a decade of working in advocacy movements and the philanthropy sector across Australia. Tracey's work spans various issues, including climate and environment, First Nations, LGBTQI+, human rights, and social justice, focusing on systemic change and solutions led by those with lived experience of injustice. She has run workshops and spoken extensively on fundraising strategy, systemic change, community organising, leadership, and founding and growing not-for-profit organisations. Tracey joined the Board in 2024.

**The board is assisted by the following non-board members:**

- Miheka Patel | Secretariat
- Bernadette Maheandiran | Co-opted member of the Governance Committee
- Caleb Adams | Co-opted member of the Governance Committee (stepped down in May 2024)
- Carol Ransley | Co-opted member of the Governance Committee
- Rajini Surendran | Co-opted member of the Finance, Audit and Public Fund Committee
- Peter Dikranis | Co-opted member of the Finance, Audit and Public Fund Committee
- Tori Burns | Co-opted member of the Fundraising, Communications and Engagement Committee

**Board Meetings Attended**

The Board must meet at least four times a year but typically meets on a six-week cycle. Directors commit to a minimum of twelve hours a month including Board and committee meetings and an annual strategic planning process.

Conor Costello	5/5
Paul Brown	2/2
Ralf Thesing	2/2
Tim Lo Surdo	5/5
Beth Koch	4/5
Jed Gilbert	5/5
Jane Campton	5/5
Michaela Morris	3/5
Aaron Lamb	5/5
Bettina Baldeschi	1/1
Bruce Thompson	1/1
Stacey Little	1/1
Tracey Martinovich	1/1

**Adherence to Regulations**

Environment Victoria’s activities are subject to a number of regulations under Commonwealth and state law. These regulations include those associated with the proper governance of the organisation’s management, finances, fundraising and safety. We have met these regulations throughout the year.

Signed in accordance with the resolution of the Board of Directors:



**Conor Costello  
President**



Image: Callie-Nickolai-(flickr-cc)





# Our Financial Performance

In 2023-24, thanks to the wonderful generosity of our supporters, Environment Victoria was able to maintain its financial security and independence. Our fundraising appeals reached hundreds of thousands of people in Victoria through mail, email and social media, generating both funds and increasing the profile of our campaigns across large audiences and platforms.

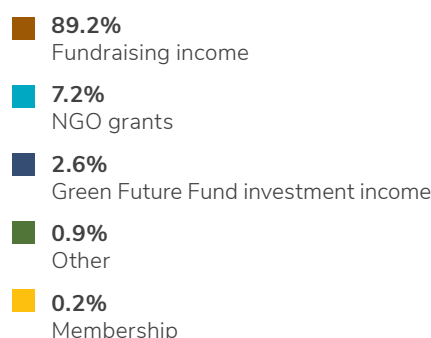
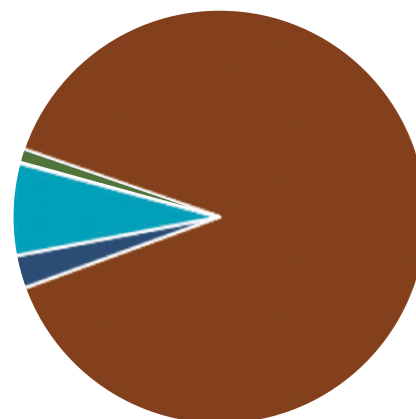
Environment Victoria's total income reduced this year from \$4.58 million in 2022-2023 to \$4.16 million, including investment income from our endowment fund of \$106,055. This reduction is mostly the result of lower grant funding from philanthropic partnerships where the prior year included some significant one-off partnerships. The expenses for the current year were \$5.04 million and we reported a deficit of \$881,156 reflecting our ongoing investment in our regular giving program in addition to growth in our environment campaigns.

This year the Board has approved a budget surplus of \$128,000 which continues consolidating on the growth in our regular giving program but at a reduced rate to previous years, and it also includes additional support for the new entity – The Murray Darling Conservation Alliance. This surplus is prudent acknowledging the current year deficit whilst ensuring Environment Victoria is able to continue growing its reach and impact.

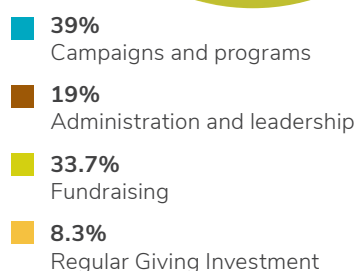
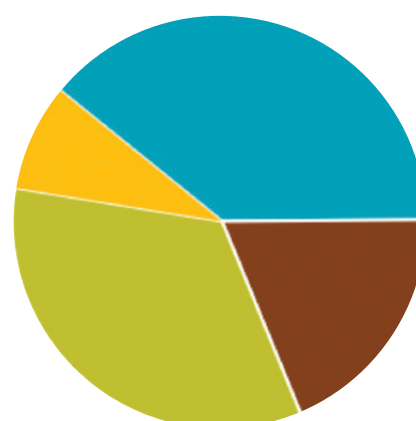
Environment Victoria now has \$1.36 million in reserves, including \$1.37 million in the Green Future Fund, a donor funded endowment that underpins our ability to take on the most pressing campaigns and speak without fear or favour.

\$1.96 million of our income was spent on our environment campaigning and programs, \$2.11 million was invested in raising funds and growing our supporter base including \$0.42 million invested in a regular giving growth program, and \$0.95 million was spent on essential administration and organisational leadership.

## INCOME



## EXPENDITURE





# Thank You to All Our Supporters

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A big thank you to all our incredible supporters who have stuck by Environment Victoria and continued giving, despite the cost of living challenges we face together as a community. As an independent charity, funded by donations, we are inspired by you and wish to thank you for your generous support.

An amazing 4,575 of you gave your first ever gift to Environment Victoria this year and we cannot thank you enough for your support and for joining us on this journey to solve the climate crisis and to protect nature.

Our Green Action Partners have continued to generously and reliably support our work with a monthly gift, raising \$153,340 per month in the twelve months to the end of June 2024.

Philanthropic donors and Trust & Foundation partners have also contributed significantly to the success of our work this year. We would like to personally thank this small but extremely generous group of people and organisations for believing in the work of Environment Victoria and funding some of the most significant campaigns you will read about in this report.

We look forward to continuing our relationship with all our wonderful supporters. The values and beliefs you all hold as Environment Victoria supporters rallies our staff and volunteers. With you behind us we can achieve success for the Victorian community as we tackle the biggest threats to nature and our climate in Victoria.

## Vale James “Jim” Roberts

Jim was part of our community for many decades dating back as far as the late 1980s. Over the years he made a number of generous contributions and regularly signed petitions to power our campaigns.

He kept in touch with our team, sharing his concerns and interest to address global warming, and his passion for animal and tree planting. He was actively involved with the Wildlife in a Secure Environment (WISE) Trust in Yae.

Jim sadly passed away in October last year. Our condolences go out to Stephanie and Jim's friends and family.

## Vale Gilvary Carter Smith

Mr Smith had been part of our community since the early 1990s. During this time, he made a number of generous contributions and regularly signed our petitions to power our campaigns.

Every interaction he had with us was extremely friendly and he was always happy to share his love for our valuable work, as well as the work of other impactful organisations in the environmental space.

Gilvary passed away in 2020, and he remembered us and other organisations close to his heart in his Will which was finalised recently.





# The Green Future Fund

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Environment Victoria's Green Future Fund underpins our financial stability, giving us the power to take on the biggest environment and climate challenges. It provides a long-term investment plan to safeguard Victoria's environment by accepting donations and bequests today and investing them for the future.

Since its foundation in 2010, the Green Future Fund has received \$2.60 million in donations and distributed \$2.78 million to support Environment Victoria's campaign activities. The Green Future Fund enables us to take risk and remain agile and responsive in a fast-changing landscape. This year, we used the fund to invest in the growth of our donor base, increasing our reach and improving our resilience.

Despite these significant distributions over the lifetime of the fund, as at 30 June 2024 the Green Future Fund held investments to the value of \$1.371 million.

The Green Future Fund is overseen by a sub-committee of the Board of Environment Victoria and in 2023-24 was invested in a portfolio managed by Ethical Investment Services. The investment managers operate under an ethical investment overlay (which excludes investments in fossil fuel companies, for example), and the Board monitors ongoing compliance with that ethical overlay.

## Thank you to our Green Future Fund Patrons

We would like to acknowledge the remarkable patrons who helped establish our Green Future Fund. It was a truly transformative contribution.

A special thanks also to the generous donors who have given to the fund over the years, and to those who continue to contribute.

The following is a summary of the financial statements for Environment Victoria Inc. for the year ended 30 June 2024. The full financial statements are available on Environment Victoria's website.

**ENVIRONMENT VICTORIA INC**  
**ABN 84 495 053 605**

**STATEMENT OF SURPLUS OR DEFICIT**  
**FOR THE YEAR ENDED 30 JUNE 2024**

	Note	2024 \$	2023 \$
<b>Income</b>			
Revenue	2	4,157,989	4,579,943
		<u>4,157,989</u>	<u>4,579,943</u>
<b>Expenditure</b>			
Employee expenses		2,570,436	2,232,045
Occupancy and Office		167,762	185,326
Events and Travel		142,577	135,597
Research and Consultancies		1,609,654	1,432,397
Communications and Marketing		208,101	260,133
Phone, Information Technology and Equipment		118,003	118,308
Finance, Accounting and Legal		66,216	482,188
Other Expenses		156,396	143,856
		<u>5,039,145</u>	<u>4,989,850</u>
<b>Net (Deficit) for the year</b>		<u><u>(881,156)</u></u>	<u><u>(409,907)</u></u>

**ENVIRONMENT VICTORIA INC**  
**ABN 84 495 053 605**

**STATEMENT OF FINANCIAL POSITION**  
**AS AT 30 JUNE 2024**

	Note	2024 \$	2023 \$
<b>CURRENT ASSETS</b>			
Cash and Cash Equivalents	3	385,683	616,076
Other Financial Assets	7(a)	10,120	250,000
Trade and Other Receivables	5	98,022	105,999
<b>TOTAL CURRENT ASSETS</b>		<b>493,825</b>	<b>972,075</b>
<b>NON-CURRENT ASSETS</b>			
Property Plant and Equipment	6	428,761	542,383
Green Future Fund	7(b)	1,370,758	1,699,535
<b>TOTAL NON-CURRENT ASSETS</b>		<b>1,799,519</b>	<b>2,241,918</b>
<b>TOTAL ASSETS</b>		<b>2,293,344</b>	<b>3,213,993</b>
<b>CURRENT LIABILITIES</b>			
Trade and Other Payables	8	151,791	208,238
Provisions	9	362,965	300,322
Lease Liabilities	10	83,418	77,737
<b>TOTAL CURRENT LIABILITIES</b>		<b>598,174</b>	<b>586,297</b>
<b>NON-CURRENT LIABILITIES</b>			
Provisions	9	88,328	49,995
Lease Liabilities	10	244,454	328,046
<b>TOTAL NON-CURRENT LIABILITIES</b>		<b>332,782</b>	<b>378,041</b>
<b>TOTAL LIABILITIES</b>		<b>930,956</b>	<b>964,338</b>
<b>NET ASSETS</b>		<b>1,362,388</b>	<b>2,249,655</b>
<b>EQUITY</b>			
Reserves	11	243,437	249,548
Accumulated Surplus		1,118,951	2,000,107
<b>TOTAL EQUITY</b>		<b>1,362,388</b>	<b>2,249,655</b>

**ENVIRONMENT VICTORIA INC**  
**ABN 84 495 053 605**

**STATEMENT OF CASH FLOWS**  
**FOR THE YEAR ENDED 30 JUNE 2024**

	Note	2024 \$	2023 \$
<b>Cash Flows from Operating Activities</b>			
Receipts from Customers and Donors		4,016,426	4,511,719
Payments to Suppliers and Employees		(4,780,880)	(4,776,482)
Interest income		11,602	4,945
Interest on lease liabilities		(26,214)	(11,172)
<b>Net Cash (Outflow)/Inflow from Operating Activities</b>	<b>4</b>	<b><u>(779,066)</u></b>	<b><u>(270,990)</u></b>
<b>Cash Flows from Investing Activities</b>			
Redemption of/(Investment) in Term Deposit		239,880	(250,000)
Net Capital Distribution (Green Future Fund)	<b>7(b)</b>	415,720	49,386
(Purchase of) Plant & Equipment		(29,016)	(117,646)
<b>Net Cash (Outflow)/Inflow from Investing Activities</b>		<b><u>626,584</u></b>	<b><u>(318,260)</u></b>
<b>Cash Flows from Financing Activities</b>			
(Repayment of) Lease Liabilities		(77,911)	(107,060)
<b>Net Cash (Outflow) from Financing Activities</b>		<b><u>(77,911)</u></b>	<b><u>(107,060)</u></b>
<b>Net (Decrease)/Increase in Cash Held</b>		<b><u>(230,393)</u></b>	<b><u>(696,310)</u></b>
<b>Cash and Cash Equivalents at beginning of the year</b>		<b>616,076</b>	<b>1,312,386</b>
<b>Cash and Cash Equivalents at end of the year</b>	<b>3</b>	<b><u>385,683</u></b>	<b><u>616,076</u></b>



MCG Partners  
Chartered Accountants

## INDEPENDENT AUDITOR'S REPORT

Our Ref  
Your Ref

### TO THE RESPONSIBLE ENTITIES OF ENVIRONMENT VICTORIA INC

#### Report on the Audit of the Financial Report

##### Opinion

We have audited the accompanying special purpose financial report of Environment Victoria Inc, which comprises the statement of financial position as at 30 June 2024, the statement of surplus or deficit, statement of changes in equity and statement of cash flows for the year then ended, notes to the financial statements including a summary of significant accounting policies and the Responsible Entities' declaration.

In our opinion, the accompanying financial report of Environment Victoria Inc has been prepared in accordance with Div 60 of the Australian Charities and Not-for-profits Commission Act 2012 (ACNC Act), including:

- (i) giving a true and fair view of the association's financial position as at 30 June 2024 and of its financial performance for the year then ended; and
- (ii) complying with Australian Accounting Standards to the extent described in Note 1 to the financial statements and Division 60 of the Australian Charities and Not-for-profits Commission Regulation 2013.

##### Basis of Opinion

We conducted our audit in accordance with Australian Auditing Standards. Our responsibilities under those standards are further described in the Auditor's Responsibilities for the Audit of the Financial Report section of our report. We are independent of the registered entity in accordance with the ACNC Act, the ethical requirements of the Accounting Professional and Ethical Standards Board's APES 110: Code of Ethics for Professional Accountants (the Code) that are relevant to our audit of the financial report in Australia. We have also fulfilled our other ethical responsibilities in accordance with the Code.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

##### Information Other than the Financial Report and Auditor's Report Thereon

The responsible entities are responsible for the other information. The other information comprises the information included in the association's annual report for the year ended 30 June 2024, but does not include the financial report and our auditor's report thereon.

Our opinion on the financial report does not cover the other information and accordingly we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial report, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial report or our knowledge obtained in the audit or otherwise appears to be materially misstated.

If, based on the work we have performed, we conclude that there is a material misstatement of this other information; we are required to report that fact. We have nothing to report in this regard.

*(Independent Audit Report continued over page...)*

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partners@morco.com.au [www.morco.com.au](http://www.morco.com.au)

MCG Partners ABN 47 963 324 418  
Liability limited by a scheme approved under Professional Standards Legislation.

## **INDEPENDENT AUDITOR'S REPORT (CONTINUED)**

### **Emphasis of Matter – Basis of Accounting**

We draw out attention to Note 1 to the financial report, which describes the basis of accounting. The financial report has been prepared for the purpose of fulfilling the Responsible Entities' financial reporting responsibilities under the Australian Charities and Not-for-Profits Commission Act 2012. As a result, the financial report may not be suitable for another purpose. Our opinion is not modified in respect of this matter.

### **Responsibilities of the Responsible Entities for the Financial Report**

The association's Responsible Entities are responsible for the preparation of the financial report that gives a true and fair view and have determined that the basis of preparation described in Note 1 to the financial report is appropriate to meet the requirements of the Australian Charities and Not-for-Profits Commission Act 2012 and is appropriate to meet the needs of the members. The Responsible Entities' responsibility also includes such internal controls as the Responsible Entities determine is necessary to enable the preparation of a financial report that is free from material misstatement, whether due to fraud or error.

In preparing the financial report, the responsible entities are responsible for assessing the association's ability to continue as a going concern, disclosing, as applicable, matters relating to going concern and using the going concern basis of accounting unless the responsible entities either intend to liquidate the association or to cease operations, or have no realistic alternative but to do so.

### **Auditor's Responsibilities for the Audit of the Financial Report**

Our objectives are to obtain reasonable assurance about whether the financial report as a whole is free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with the Australian Auditing Standards will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of this financial report.

As part of an audit in accordance with the Australian Auditing Standards, we exercise professional judgement and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial report, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
  
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the association's internal control.
  
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by the responsible entities.



## **INDEPENDENT AUDITOR'S REPORT (CONTINUED)**

- Conclude on the appropriateness of the responsible entities' use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the association's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial report or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the association to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial report, including the disclosures, and whether the financial report represents the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence regarding the financial information of the entities or business activities within the association to express an opinion on the financial report. We are responsible for the direction, supervision and performance of the association's audit. We remain solely responsible for our audit opinion.

We communicate with the responsible entities regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.



**MCG PARTNERS**

Chartered Accountants



**ANGELO MAZZONE**

Partner

Camberwell,  
Melbourne

Date: 01 OCTOBER 2024

# Supporting Our People

As at 30 June 2024 we had 10 Board members and 30 employees working in various locations across Victoria. In total we had 23 full-time equivalent staff.

All employees except the CEO and Fundraising Director are covered by a Certified Agreement that provides for competitive salaries and family-friendly work practices, including flexible working hours, ability to work from home and sector-leading leave entitlements including menstrual, menopause and gender transition leave, generous parental and carer's leave arrangements and measures to tackle both the gender pay gap and the gender super gap.

Environment Victoria provides networking and training opportunities for our staff to develop their knowledge, skills and capacity. All staff members undergo annual planning and performance reviews.

The safety of our staff, volunteers and contractors is a high priority for the Board. During the year we experienced no OHS incidents..

	Staff	Board
Number	30	10
FTE	23	n/a
Female	64%	70%
Male	33%	30%
Non-binary	3%	0%
Covered by Certified Agreement	93%	n/a
Turnover of permanent staff	5	n/a

# Ethical Partners and Investment Report

Our Corporate Partnerships Policy requires us to screen potential corporate partners to assess if their activities and operations are compatible with our vision, values and goals. We do not accept funds from organisations that have a poor environmental, social or ethical record or whose operations impact negatively on our environment or community.

Our Investment Policy requires us to screen all potential organisations we may invest in. We've developed an ethical overlay for our investments that excludes organisations with a poor environmental record or whose operations impact negatively on our environment or community. Green Future Fund investments are invested with Ethical Investment Services to meet our ethical overlay.



# Thank you

**Thank you to the partners, trusts, foundations, sustainable businesses and organisations and generous donors that financially supported our programs in 2023-24.**



The **Sunrise Project** supports and empowers Australian communities to protect our land, water, community health and the global climate from the negative impacts of the fossil fuel industry, and to hasten the inevitable shift to an efficient, renewable energy economy. Sunrise supports our campaigns on coal, climate and energy.



**Bank Australia** exists to inspire and empower our customers to use their money to create a world where people and the planet thrive. Bank Australia supports our community organising program in the Latrobe Valley.



**Planet Wheeler Foundation** supports practical and effective projects which make a difference in the alleviation of poverty. In the past Planet Wheeler have supported our campaigns on coal, climate and energy as well as our community organising work in the Latrobe Valley. This year they have supported our campaign restore the Murray Darling basin back to health, via the Murray Darling Conservation alliance.



**Morris Family Foundation** invests in projects and organisations with meaningful social, economic and environmental impact both at home in Australia, and internationally. Morris Family Foundation provides invaluable untied support to Environment Victoria ensuring we can remain a creative, resilient and inclusive organisation capable of driving real change at the scale needed.



The **Australian Communities Foundation** offers individuals, families, groups, corporations and not-for-profit organisations an easy and satisfying way of giving something of real value back to the community that they care about by establishing philanthropic funds under Foundation. Various ACF sub-funds supported our campaigns in 2023-24.



**Nature Impact Collective** is a collaboration of experienced Australian funders dedicated to increasing funding for nature protection and restoration. They are supporting our campaign restore the Murray Darling basin back to health, via the Murray Darling Conservation alliance.

- B B & A Miller Foundation
- Ben Krasnostein & Cassy Liberman – 5 PillarsCapital
- Besen Family Foundation
- Dominic & Anne Gallace Family Fund
- Gras Foundation
- Joan Staples and Barry Crisp
- Koshland Innovation Fund
- Malcolm Shore
- Melliodora Fund
- Philippa Carter & Peter Currie Foundation Trust
- Pool of Dreams, a sub fund of the Community Impact Foundation
- Rendere Environmental Trust
- Stephen Whately
- Dr. William N Holsworth



Thank you to Arnold Bloch Leibler for providing invaluable pro bono legal advice.

# Join the Forever Green Community

Some of us grew up here, others discovered Victoria later in life. Some of us are passionate bushwalkers, climate activists, nature lovers or simply Victorians thinking about the world we are leaving to the next generations.

We're all different, but we share one thing in common: a love for Victoria's environment.

## **A gift to Environment Victoria in your Will can help ensure future generations inherit a thriving and safe Victoria after we are gone.**

We appreciate how important a decision such as giving a gift to charity in your Will can be. And it is just as important for the future of our environment and climate. A future where every Victorian lives in a fair and thriving society.

The special group of people who have already made the decision to support Environment Victoria are called the Forever Green Community. We celebrate this growing community of incredibly thoughtful people who have committed to influencing positive, long-term change for Victoria's environment.

If you too would like to join our Forever Green Community by leaving a gift in your Will, please let us know by contacting [bequests@environmentvictoria.org.au](mailto:bequests@environmentvictoria.org.au)

Leaving a future gift to Environment Victoria in your Will is an exceptional legacy for future Victorians who will inherit this beautiful state. It's a simple change when you next review your Will. The wording below is a guide for your solicitor or trustee

### **"I give:**

- *The whole (or percentage) of my residuary estate, or*
- *The whole (or percentage) of my whole estate free from all debts (secured and unsecured) and all duties and taxes (whether federal or state) payable in respect of my estate, or*
- *The specific sum of \$\_\_\_\_\_, or*
- *Description of specific gift, or*
- *Property, real estate, shares etc. (include details) to Environment Victoria Inc. (ABN 84 495 053 605) for its general purpose, and I declare that the receipt of an authorised officer of the said Environment Victoria shall be a complete and sufficient discharge of this bequest."*

## **A Special Thanks**

A special thanks to our late supporters who remembered Environment Victoria in their Will and whose legacy is living on through our work:

James ("Jim") Roberts

John Penington

Gilvary Smith



Image: Doug Gimesy



# Thank You to Our Partners

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**Our impact is made possible through  
collaboration with dozens of partners:**

## **Beyond Coal**

- Environmental Justice Australia
- Climate Council
- The Next Economy
- Friends of Latrobe Water
- Voices of the Valley
- Latrobe Valley Sustainability Group
- Healthy Futures
- Friends of the Earth
- Communities Leading Change
- RE Alliance
- Save Westernport
- Life After Coal
- Australian Conservation Foundation
- Birdlife Australia
- Victorian National Parks Association

## **Gas free Victoria**

- Renew
- Friends of the Earth
- One Million Homes Alliance
- Better Renting
- Sweltering Cities
- Renters and Housing Union
- Westernport and Peninsula Protection Council
- Climate Council
- ACF Community Geelong
- Geelong Renewables Not Gas
- Efficient Electric Homes Australia
- Gas Free Vic network
- Healthy Futures
- Doctors for the Environment
- Wilderness Society
- Greenpeace
- Sunrise Foundation
- Australian Marine Conservation Society

## **Healthy Rivers**

- Nature Conservation Council of NSW
- Conservation Council SA
- Queensland Conservation Council
- Murray Darling Conservation Alliance
- Lifeblood Alliance
- Environmental Justice Australia
- Goulburn Valley Environment Group
- Concerned Waterways Alliance
- Murray Lower Darling Rivers Indigenous Nations
- The Australia Institute
- Victorian National Parks Association
- Inland Rivers Network
- Yarra Riverkeeper
- Wentworth Group of Concerned Scientists
- Duduroa Dhargal Aboriginal Corporation
- Dja Dja Wurrung Clans Aboriginal Corporation
- Yorta Yorta Nation Aboriginal Corporation
- First Nations individuals including from Wadi Wadi, Tati Tati, Dja Dja Wurrung, Yorta Yorta, Wotjobaluk, Wiradjuri, Bangerang, Duduroa Dhargal, Ngarrindjeri
- Slattery & Johnson
- Sustainable Living in the Mallee
- Friends of Nyah Vinifera Park
- Australian Conservation Foundation
- Wilderness Society
- Birdlife Australia
- VRFish

## **Alliances:**

- Climate Action Network Australia (CANA)
- Stronger Charities Alliance
- Places you love
- Multicultural Leadership Initiative
- Sapna – South Asian Climate Solidarity
- Asian Australians for Climate Action

# Thank You to Our Volunteers

Volunteers from across the state have powered our work this year and continued to protect our climate, our environment and our communities.

Our regular office volunteers include David Evans, Angela Gill, Ian Hazewinkel, Meg Macdonald, and many more. Thank you so much for the time you contribute and the fun and energy you bring to our office – you brighten our days!

A massive thank you to all the incredible Local Organisers and core volunteers in our Action Network, including Christine Power, Robyn Ruhl, Bruce Cutts, Suzy Allain, Asher Coleman, Sally Moseby, Adeena Khan, Margie Barrett-Poole,

Lucilla Hammond, Electra Greene, Stephanie Sabrinskas, Josie Hess, Niki Elliot, Sue Broadway, Liz Wade, Kerry Baker and Deborah McLean. We are so grateful for all of the time, energy, passion, skills and smiles you have brought to our shared work this year!

Thank you also to the many more wonderful community members who have joined in with our Action Network campaigns, trainings and events both online and in person throughout the year. It is a pleasure to be working with you all to build power for our movement and get results for our climate and environment.



# Thank You to Our Staff

## Thank You To Our Staff

Lastly, we wouldn't have achieved anything for our environment without our dedicated staff. They work tirelessly for the environment and they never give up, even when the going gets tough. We thank them for their incredible leadership and work, including those who have now moved on.

- **Chief Executive Officer:** Jono La Nauze
- **Campaigns:** Alex Merory, Tyler Rotche, Greg Foyster, Joy Toose, Kat Lucas-Healey, Sarah Rogan, Bronya Lipski
- **Organising:** Laura Melville, Taegen Edwards, Chante Bock, Victor Komarovskiy, Hayley Sestokas, Peizhi Jiang, Emma Horsburgh, Tony Fretton
- **Communications:** Cameron Wheatley, Isabel Kimpton, James Norman, James King
- **Fundraising:** Andy Grant, Karly Roolker, Hannah Minns, Camille Warambourg, Sylwia Sierkiewicz, Wren Trewin, Jonathan Storey, Belle Poole
- **Administration and Finance:** Don Batson, Jing Lu, Cate Hoyle, Fiona Ames, Ingrid Wys, Nicole Pienaar



**Inset Image:** Eid Festival Multicultural climate outreach in Gippsland.

**Main image:** Volunteers showing their support for electrification.

Annual Report

2023-24



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