



ADDISON ROAD
COMMUNITY ORGANISATION

Annual Report 2019

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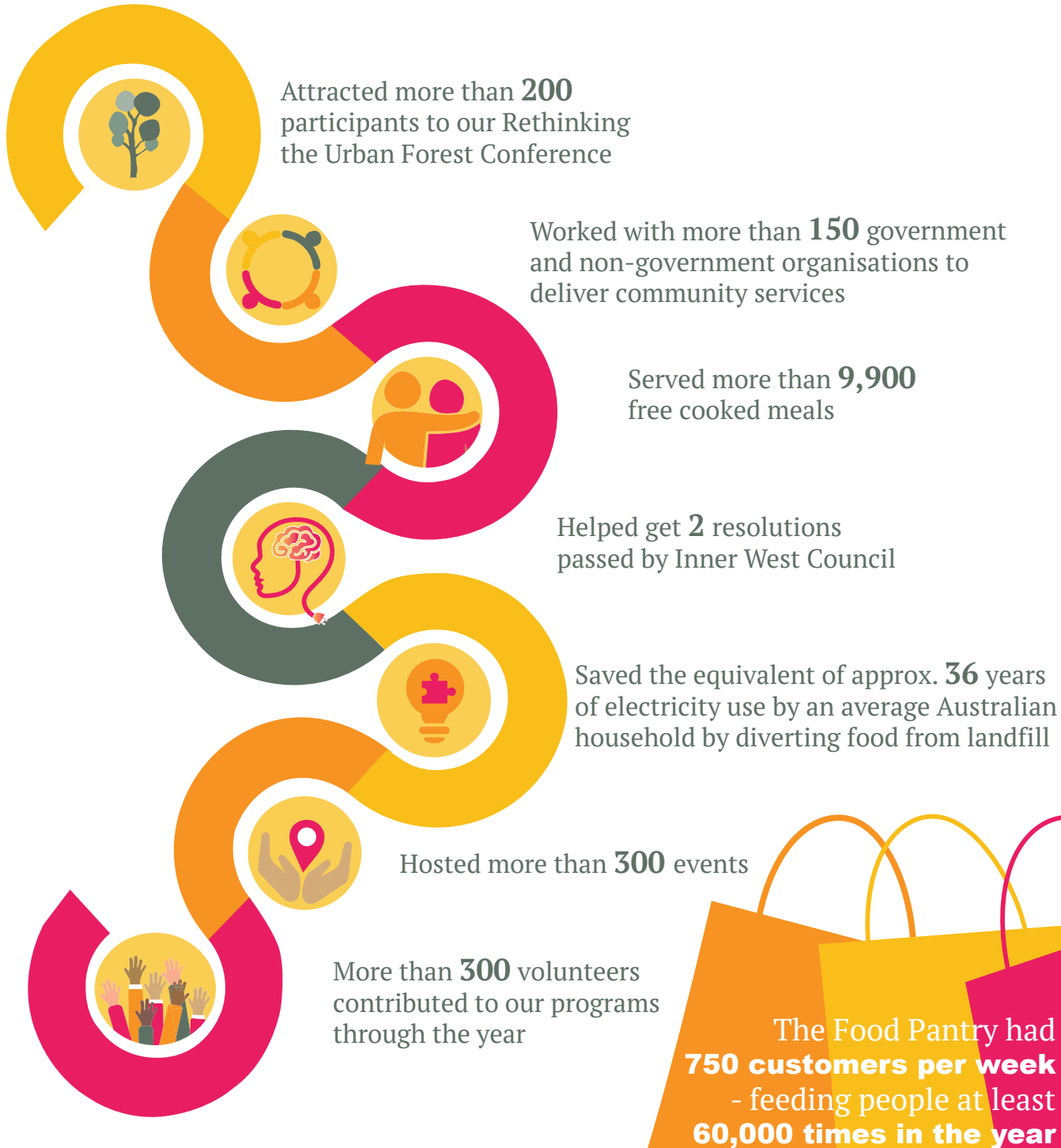
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Summary of the financial year
2018/19
Auditor's Report

Highlights of 2019...



Every year we...



Look after **170** trees



Subsidise **43** organisation or creative tenants



Care for a **9-acre** heritage site on Cadigal land

Addison Road Community Organisation works on the land of the Cadigal people of the Eora Nation. We draw inspiration from their care and custodianship of this special place over hundreds of generations. We acknowledge and stand with the ongoing struggle for justice, rights and recognition by and for Indigenous Australians.

About Us

Addison Road Community Organisation is a registered charity that serves our diverse communities by providing opportunities, spaces, activities and assistance through programs focused on social justice, the environment and arts and culture. Addison Road Community Organisation was established on the site of a former army depot in Marrickville in 1976, where we continue to manage a nine-acre heritage site, 32 buildings, 170 trees and 43 sub-licences. We think of Addi Road as a living museum - a place of historical significance where, together, people do good things every day.



Our People

Board of Directors

Ricci Bartels (Treasurer),
Ben Benazzouz, Max Burgess,
Matthew Day (President),
Debbie Killian, Matthew Stegh,
Marion Lawson, Abdulla Swaiti

Staff

Rosanna Barbero, CEO
Ella Beer, Digital Communications
Mina Bui Jones, Programs Manager
Jack Carvalho, Grounds Crew
Gurwinder Kaur, Administration and Venues
Michael Hayes, Operations Manager
Elisa Koens, Car Parking
Libby Shama, Food Justice program support
Kerrie Lindberg, Cleaner and Caretaker
Kerry Lindberg, Caretaker
Mark Locsei, Food Pantry logistics
Antonio Marques, Grounds Crew
Damien Moore, Food Pantry Manager
Mark Mordue, Media and Communications Manager
Dulce Munoz Garcia, Food Pantry Outreach
Adriana Ortato, StirrUp Café
Jo-Anne Ryan, Partnerships Manager
Ann Smith, Car Parking
Connie Tomagra, StirrUp Café

Volunteers

Thanks to the many volunteers helping every week on our front desk, gardens and grounds. We could not do all we do without you.

Anita Shirley, John Bartholemew, Mark Brady, Paul Campbell, Glenn Dawes, Musamat Melaine Shiri Jaheruddin, John Kenny, Vishaal Lal, Anita Lezcano, Susan MacDonald, Doug O'Shanassy, Mary Savva, Sucha Singh, Maria Spano, Brenton Thomas and to the dozens of volunteers helping out of various programs



Our Vision

A just, sustainable, creative and diverse community.

Our Purpose

Help create lasting alternatives for social, economic and environmental justice.

Our Values

Fostering independent sustainable and diverse communities based around our universal civil, political, economic, social and cultural rights.

From Our CEO Rosanna Barbero

Addison Road Community Organisation can proudly mark 2019 as a year of achievement in the face of significant challenges. While the community sector as a whole continued to experience disruption, ARCO responded with bold and ambitious initiatives.

In the following pages, you will bear witness to the many results we achieved this year. They reinforce that Addison Road Community Organisation is uniquely positioned to respond to the needs of our diverse community in courageous, integrated and creative ways. We are catalysing change in many areas, illustrated by just a few key moments from a packed year:

- Our Conservation Management Plan by heritage consultants Phillips Marler was highly commended with a National Trust Heritage Award, recognition of a vital guiding document that is helping us manage and conserve a significant community heritage asset into the future.
- We initiated the inaugural 'Re-thinking the Urban Forest' conference, an innovative interdisciplinary event that tackled topics central to communities' concerns. In a global context of climate emergency, overdevelopment and resource depletion, Addison Road Community Organisation acts locally to create platforms for collaboration and change. This project contributes to the UN Sustainability Goals; *3. good health and well-being, 11. sustainable cities and communities and 13. climate action.*
- We published a best-selling children's book! The Hollow Tree (which hit the charts at Better Read Than Dead, Newtown) represents the culmination of many projects and the contributions of many people: our Public Schools Arts Festival; a citizen science project; and years of tree management policy and practice. More than 100 primary school children created the illustrations for the book while learning about urban environments and biodiversity. The result is an educative and entertaining story of our valued Urban Habitat Tree. Our creative approach to dealing with a dying tree has turned into a story that will inspire a generation to rethink the urban forest. The book has made its way to classrooms in Palestine, India, Cambodia, New Zealand and Singapore and next year we plan to translate it to Arabic and Mandarin.
- New donor partnerships with an international Muslim aid agency bolstered our capacity to implement a mobile food pantry in Sydney's South West, guaranteeing that communities in need are accessing culturally appropriate and nutritious groceries as well as wrap-around services to help them navigate Australian systems.



- We partnered with the Australian Council of Social Services, Poverty Week, University of Sydney's Student Union and the Australian Unemployed Workers Union to lead a local campaign to raise Newstart, Youth Allowance and related Centrelink payments to above poverty-line levels. The Raise the Rate Inner West campaign group is part of our work to address inequality in our community. Together, we provided capacity and opportunities for those affected to raise their voices and tell their stories in the media; to a Senate Inquiry; and in several public forums, including successful advocacy for the adoption of a resolution by Inner West Council.
- With Metro Migrant Assist, we stepped up to co-chair the newly formed Inner West Multicultural Network. The network has a membership of 120 agencies, collaborating to advocate, run events, share information and critique policies that affect multicultural communities. As a united group of civil society organisations, we successfully campaigned to ensure that Inner West Council develops a multicultural policy that reflects the true synergies and diversity of multiculturalism in Australia.
- We launched the WOW Food! Inner West project, a locally based pilot project funded by the Environmental Protection Agency. WOW Food! Inner West will provide an understanding of the range of issues that prevent food-related businesses in the Inner West from becoming active in food rescue and donation. It is a vital opportunity to identify and establish best-practice systems for food rescue and donation that can be replicated in other local government areas.
- A new award for multicultural history sponsored by Addison Road Community Organisation was awarded by the History Council NSW this year. The aim of the annual prize is to advance our 43 year history of working with multicultural communities and the fight against racism by encouraging new and emerging historians to discover, analyse and explore multicultural histories and the history of multiculturalism in Australia.

This year we continued to demonstrate that we are up to the challenge of serving our community with the largest and most diverse programme delivery in five years and restored financial stability, after legal and building compliance expenditure increased in the financial year. Although disappointing because that depleted our financial reserves, the Centre's sustainability into the future became a powerful motivator for the Board's spending priorities. Increased efficiency was gained thanks to the dedication of our multi-talented staff, more than 300 volunteers, a steadfast and zealous Board of Directors and a raft of supportive donors.

Over the year, Addison Road Community Organisation has been a proud partner with over 80 agencies. Local businesses have also partnered with us to help achieve our goals by donating food, groceries, household items and funds as well as time and services. We have worked with dozens of community-based groups and networks, charities, schools, universities, inter-agencies and government organisations, as we all stepped up our efforts to build a stronger, more resilient and sustainable community.

2020 will be a year of more decisive action. It is clear that the human and environmental challenges we face cannot be addressed alone. One year in, our more democratic constitution has provided a more diverse input into our organisation and shifted the control of decision-makers out of the hands of a few interested parties and into broader care. Addison Road Community Organisation is once again counting on its members, staff, volunteers, partners, donors and other stakeholders to help us make the difference, as you have done in the past. *Thank you all for your past and future hard work and never-ending commitment. Together, we can deliver on our mandate for people and planet.*

From Our Board President Matt Day

The past year has been a challenging year for Addison Road Community Organisation on a number of fronts, but also a year of successful consolidation as we continued to develop a sustainable operating basis for the organisation.

Unforeseen challenges emerged on several fronts; a fire ordinance order and a Development Control Order from late 2018, instances of building sabotage, and an ongoing legal matter. Throughout the year, each of these issues required remediation, external advisor costs and significant amounts of staff and Board time, contributing to ARCO posting an operating loss of \$285,321 for the year. Additionally, a change to our revenue mix also impacted the bottom line, with reduced tenancy income partly offset by a greater contribution from our social enterprises. Importantly, however, without these extraordinary issues ARCO ran an operating surplus and has posted positive numbers in the second half of this calendar year with normalised operations. Whilst these issues have been challenging and meant that some of our activities and programs, like the Street Food Markets, have had to be scaled back, there have been lessons learnt and a number of operational improvements made.

Addison Road Community Organisation hosts over 300 community events each year, from fundraisers

and cultural performance to campaigns like Raise the Rate which, coupled with the Addison Road Food Pantry, received significant media interest this year and shone a valuable spotlight on poverty in Australia. ARCO led many events marking important moments in the year's calendar, such as NAIDOC Week, Refugee Week—a week dedicated to showcasing the contributions made by refugees in Australia—and Mental Health Month, among many others. An event that engages the younger members of our city's community, the Public Schools Art Festival, once again showcased some of the wonderful sculpture, ceramics, drawing, painting, music and drama created by Sydney public school students. With the increasing number of events and increased visitation to Addison Road, with over 1.4 million per annum, we would like to applaud the wonderful community engagement and support we enjoy from the community.

I would like to single out the Addison Road Food Pantry and all those who have contributed to successfully scaling-up this enterprise in 2019. This is an initiative that engages community at many levels. We enjoy tremendous support from inner west food manufactures, who generously donated food this year contributing to around 85 tonnes of food 'rescued' from landfill, equivalent to saving 160 tonnes of CO2 emissions. We also enjoyed tremendous support from local customers who 're-homed' this food. Equally important contributors to the success of this enterprise have been the many volunteers and highly motivated ARCO staff. 2019 also saw the launch

of a Mobile Food Pantry outreach project co-sponsored by Penny Appeal Australia and the Addison Road Food Pantry, taking the Food Pantry's offer to people experiencing food insecurity in the south-west of Sydney who cannot access us in Marrickville and building relationships between Muslim and non-Muslim Australians.

Addison Road Community Organisation is committed to making its contribution to environmental sustainability in several other practical ways and are proud of our Rethinking the Urban Forest conference which saw over 200 delegates in May and the Return and Earn station, which is the second-busiest container recycling facility in NSW. This year we also launched a children's book, *The Hollow Tree* which has been extremely popular in Inner West bookshops and is now in its second reprint. Our War on (Food) Waste! Inner West project, funded by the Environmental Protection Agency, is connecting local

businesses and food relief agencies to save edible food from landfill. We hosted Minister for the Environment, Matthew Kean, Hon. Anthony Albanese MP along with government and business leaders in November this year to officially launch the WoW Food! Inner West project.

This year, we are also thrilled to have been acknowledged with a Highly Commended Heritage Award by the National Trust for the Addison Road Community Centre Conservation Management Plan by Phillips Marler, a cornerstone document for guiding stewardship of the Centre's heritage values into the future.

We continue to invest in our social justice, environmental and arts and culture programs and events. We have also invested in building works during the year including electrical and roof repairs on the Depot Theatre, making our disability access and pedestrian walkways safer, various fire

hydrants and extinguisher improvements and upgrading the kitchen in Gumbramorra Hall to commercial standard. We are mindful of the age and condition of the 32 buildings on site and will continue to undertake improvement works and to identify funding opportunities to make these possible.

On behalf of the Board of Directors, I would like to acknowledge our hardworking staff who handle an extraordinarily diverse array of tasks and work many unusual hours to facilitate community access and engagement.

This year will see Board renewal with long-serving and dedicated treasurer Ricci Bartels, who has assisted Addison Road Community Organisation to improve its financial management systems, retiring after six years of fine service. Many thanks are also due to Matt Stegh, Abdullah Swaiti and Ben Benazzouz, who are also retiring, for their respective contributions.

We thank all those who have sponsored, volunteered, visited, donated or otherwise engaged with Addison Road Community Organisation and hope that you are encouraged by the social justice programs, community events and values outlined in this report and encourage you to be involved with your community centre going forward.





Our Programs

Enviromental Program

In a year of increasingly alarming signs of environmental crisis - from widespread bushfires and river systems collapsing in Australia, to flooding and extreme temperatures across the globe - at Addi Road we have galvanised our efforts to contribute to practical and political change for the better. Inspired by the courage and clearsightedness of Greta Thunberg and the millions of other young people both demanding and taking action, we have continued to reflect and respond to the environmental concerns of our community. Along with making space and facilities available for campaign groups like Stop Adani Enmore, No West Connex - Public Transport and Extinction Rebellion, we undertook several successful environmental projects.



Rethinking the Urban Forest



Initiated by the Addison Road Community Organisation, Rethinking the Urban Forest was the first conference of its kind, bringing together a wide range of theorists and practitioners – from scientists and arborists, ecologists and architects to artists, urban planners and politicians – uniting their visions for better, greener cities. Nearly 30 speakers and over 180 delegates from all over the Sydney and indeed the country, came to share their ideas and experiences.

As Rosanna Barbero, Addi Road's CEO said in her opening address, the conference's mission to 'upscale the urban forest' and enhance our environment for all living creatures, improving our mental and physiological well-being along the way, is entirely consistent with the mission of ARCO.

Speakers included Nathan Moran, CEO of Metropolitan Aboriginal Land Council, who gave a powerful Welcome to Country and an affecting personal reflection on indigenous land management.

Abby Mellick Lopes, Senior Lecturer in Design at the University of Western Sydney, warned that heat maps of Sydney reveal an emerging economic and spatial inequality that can only be fixed by planting copses of trees.

Dr Marco Amati, Associate Professor in International Planning at RMIT spoke about the possibility of trees having 'legal personhood', an idea inspired by indigenous views that could be incorporated into legislation. Laura Hamilton-O'Hara, CEO of the Living Future Institute of Australia, discussed the 'Living-Building Challenge', the world's most rigorous standard for building, which has proven 'gains in cognitive functionality and performance' for people

working in buildings that meet the standard.

John Douglas, Head Teacher in Arboriculture at Ryde TAFE and Acting Commissioner for the Land and Environment Court, pointed out that while trees are widely considered dangerous, between 2010 and 2015 only eight accident and emergency cases in Australia involved trees, compared to 2,400 cases involving wheelie bins!

Between these and the many other speakers, perhaps the most important aspect of the conference was the palpable sense of cross-fertilisation and desire for collaboration it created, something ARCO is very proud to have facilitated. As Rosanna Barbero said, 'The event and its ambitions are

fundamental our charter: to help create lasting alternatives for social, economic and environmental justice.'

Thanks are due to the conference committee, led by Conference Manager Colleen Sutherland: Tom Axford, Consultant Arborist ArborSafe; Jean Brennan, Urban Ecology Manager, Inner West Council; Gwilym Griffiths, Urban Forest Manager, Inner West Council; Bruce Knobloch, Manifesto Media; Michael Sullings, Tree Management, City of Sydney Council; and Brady Winrob, TAFE community services student, Marrickville West Public School and Connect Marrickville, and Abigail Douglas from Wilkins Public School.

Earn & Return

2019 was the second year of operation for Addi Road's Return and Earn reverse-vending machine (or RVM), the second most highly used facility of its kind in NSW. Our Return and Earn machine had received more than seven million containers for recycling in the year to November, totalling a whopping 17.4 million since it opened in December 2017 - our part in the more than 2 billion containers recycled statewide.

This closed-loop recycling system is the most efficient and effective way for preventing the most common drink containers from being littered by instead being turned into new containers, thanks to the deposit scheme that has given 'rubbish' a value. Prior to NSW introducing a container deposit scheme, 44% of litter in the state was made up of drink containers. Return and Earn network operators TOMRA Cleanaway already report a 57 per cent reduction in eligible drink container litter volume in NSW since the scheme was introduced.

Not only has the scheme greatly increased the number of containers actually being recycled in NSW every year, but it has also created a discretionary revenue stream for people doing it tough (some local recyclers refer to the Addi Road RVM as the 'ATM') and a convenient way for charities to receive donations. Recyclers can easily choose to donate their deposit refunds to one of several rotating charities listed at the machines, including Addison Road Community Organisation which was one of the listed charities on the Addi Road machine for several months this year.

The Hollow Tree

This year, Addison Road Community Organisation took a bold new step and published a children's book about the Urban Habitat Tree that we created here in 2014 when faced with the need to deal with a mature Sydney Bluegum that was threatening to drop branches. Instead of removing and mulching the tree, we worked with Marrickville Council and Sydney Arbor Trees to turn it into a virtual wildlife hotel with 14 hollows designed to attract several different native bird and microbat species.

The Hollow Tree tells the story of this tree and the living creatures who have come to depend upon it as a home, or simply a place to rest and shelter. It's a story about community in the broadest and deepest sense, the community we are a part of in the natural world. It's a story, too, about

nature in the city and how we can protect and sustain it – and how it helps us in return.

The book is beautifully and joyfully illustrated by school children from five local schools - Taverner's Hill Infant's School, Wilkins Public School, Marrickville West Primary School, Ferncourt Public School, and Dulwich Hill Public School - many of whom came to study the tree at Addi Road and worked with local art studio Drawn to Seeing to depict its birds, bats, insects and leaf litter. Artist Robyn Chiles and graphic designer Jeremy Nicholson of 40ft Slinky skillfully integrated the children's works with a striking silhouette of the iconic Addi Road tree and the text, including an environmental information section by permaculture practitioner and former TAFE educator

Patricia Kenny.

Written by poet and music journalist Mark Mordue, in the story the tree speaks directly to the reader of its changing life as the surrounding neighbourhood grows denser and the aeroplanes swoop overhead. The tree shares its secrets – how it relates to the friends who live in and around it, the varying bird-life and other fauna that need it to survive.

Publication of *The Hollow Tree* was made possible with an Inner West Council Environment Grant and was launched at our inaugural Rethinking the Urban Forest conference in May, with a commercial launch at Berkelouw Books Leichhardt by the Mayor of the Inner West and drinks generously provided by the White Cockatoo Hotel Petersham (there is a white cockatoo on the book's cover!).

The book has been popular with local families and selling well at Berkelouw Books, Paddington and Leichhardt; Gleebooks Glebe and Dulwich Hill; Monkey Puzzle, Summer Hill; Better Read than Dead, Newtown and Ariel Books, Paddington - spreading an inspiring message of urban environmentalism and community.

The Hollow Tree is also sold through our website and can be found in local school libraries, as ARCO donated a copy to each Inner West public primary school. We are sure that the technique of urban habitat tree creation will continue to grow along with the interest and energy of the youngest in our community.



**This year the solar panels
on the ARCO Office & Food
Pantry building
have generated 32MWH**

**This solar
energy has saved
equivalent to...**



**...16.5 tonnes of
CO2 emissions**



**109,243
driving cars**



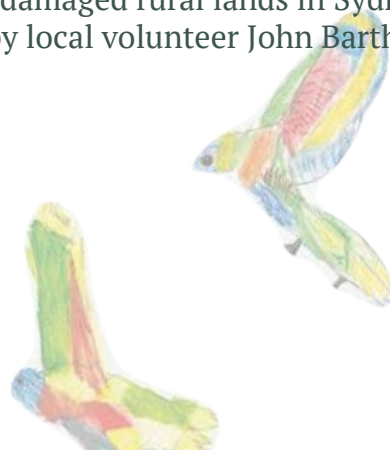
420 Trees

Community Garden & Composting

Along with the Food Pantry Garden managed in partnership with Petersham TAFE, Addison Road Community Organisation continued this year to provide space at no charge for urban food growing, composting and worm farming. This much-needed green space not only helps stabilise soil and cool the micro-environment, but also helps reduce food waste and food miles in our neighbourhood.

The Addison Road Community Garden members have been working to encourage a large part of the garden to become a 'food forest' - using permaculture principles to create three storeys of plants that work together to produce food, enrich soil or attract pollinators, while another part of the garden has recently been cultivated in traditional family veggie-patch style. The Addison Road Community Garden is open every day for people to walk through and enjoy is popular with ARCO's school excursion groups and the Addison Road Early Learning Centre's little ones, who often visit the garden as part of their daily Walks on Country.

On the other side of the Centre, another ARCO initiative is the community composting and worm farming station currently run by HOBOGro, where more than 100 households and Sunday Market traders deposit food waste every week. This facility allows households without the space or time to compost at home to make sure their kitchen scraps don't go to landfill. HOBOGro is a volunteer-run enterprise that is proud to say that their compost is so good that they supply to the Royal Botanic Gardens, Sydney. In addition, we are grateful that food waste from our community kitchen in Hut 1 is taken for composting to rehabilitate damaged rural lands in Sydney's hinterland by local volunteer John Bartholemew.





Food Justice Program

2019 has been a fantastic year for Addison Road Community Organisation's Food Justice Program. The hard work that began in 2015 with our research report into growing inequality in the Inner West, Mind The Gap, and a monthly pop-up pantry table really came together this year in a dynamic and empowering program that brings people together to access affordable food and community services, while helping tackle food waste. Our Food Justice

Program is about improving wellbeing—for people and planet.

The Addison Road Food Justice Program incorporates several interrelated projects, including the Food Pantry, our Mobile Food Pantry, research into poverty and food waste, a new community kitchen, community gardens and a school education program, all working together to rescue food and fight hunger.

The Food Pantry

2019 was the Food Pantry's biggest year to date. We now provide more food to the local community at affordable prices than ever before, including free sourdough bread and fresh fruit and vegetables with every purchase of \$5 or more.

The Food Pantry is now open for various hours five days a week. We have 20 regular donors, rescue around 1.8 tonnes of edible food from landfill and provide nearly 2,000 people with a variety of good affordable food each week.

The new Food Pantry location in Hut 1 is 60% larger than the old location in Hut 9, with space for more fridges and freezers and runs off solar power. The expanded space has enabled us to rescue more fresh food and offer greater variety for our

customers. The solar panels on the roof of Hut 1 provide 100% renewable electricity and help us save on electricity costs.

With essential grant funding provided by the NSW Environmental Protection Agency to help us divert food from landfill, our reach and customer base have steadily been growing and we estimate that we are now feeding between 1,500 and 2,000 people every week. Demand through the year grew to the level that in October we added a Friday opening to provide more opportunity for people to shop in an affordable and sustainable way.

This year we have also enjoyed some celebrity, with high-profile visits and support from sports analyst Craig Foster and actor Rodger Corser. We

were thrilled to be able to show them how we are able to rescue food and household products from going to landfill and pass them on to the community at affordable rates. They were very impressed and loved helping out in the Pantry when they visited.

As always, none of the Food Pantry's achievements would be possible without a dedicated team of hardworking volunteers. We have volunteers who have been with us from the beginning as well as regularly welcoming new volunteers who are keen to serve their community and contribute to the war on food waste. We are also grateful to Canterbury-Hurlstone Park RSL for the support of Club Grant to help renovate the expanded Food Pantry location this year.

A big, heartfelt thanks to the volunteers who helped run the Food Pantry this year:

Adele Barnett, Jen Bryant, Daisy Catterall, Louise Chapman, Tracy Cole, Jay Dave, Kiran Dave, Natalie Day, Anna Gerdelan, Dylan Griffiths, Clem Hartson, Val Hunter, Sylvia Innes, Teresa Jason, Audrey Lee, Susan MacDonald, Kira Magee, Dennis Miller, Simone Moore, Sharyn Moses, Jo-Ann Murphy, Deborah Nelson, Lan Nguyen, Abby Pillay Maaki Rakoia, Lene Ruston, Phillip Scarf, Aashia Slee, Sabine Pyne, Sue Rawling, David Read, Lene Rusten, Catherine Snelgrove, Shona Stewart, Sharee Thomas, Belle-Erin Wallwork, Robyn White

Food Pantry Garden

In 2019 Addison Road Community Organisation continued a partnership that has Petersham TAFE running a popular Urban Food Growing course in our Food Pantry Garden. Each term a new group of students joins Danny Boulos to learn about fundamental horticultural principles – soil quality and characteristics, sowing, maintaining and

harvesting fruit and vegetables. The course is creating great kitchen gardeners as well as providing much-needed fresh fruit, herbs and vegetables for the Food Pantry shelves. It also makes a valuable contribution to developing students' education and training pathways to employment.

The people from Addison Road Community Garden,

too, have been generous in donating surplus crops for Food Pantry and Mobile Food Pantry customers to enjoy. There's nothing like the fragrant scent of freshly picked rosemary or basil to get customers inspired to cook delicious dishes with their Food Pantry purchases.

Vege-Table Mondays

This year the Food Pantry continued its weekly fresh fruit and vegetable offer, Vege-Table Mondays with support from Foodbank NSW. Every Monday Foodbank drops off several pallets of fruit and vegetables that have been rescued from Sydney Markets in front of the Addison Road Food Pantry. Customers can fill up a standard green shopping bag with whatever has been delivered for just \$2 and are also welcome to pick up a load of fresh wholesome bread for a dollar. Vege-Table Mondays is all about making sure local people are getting the fruit and vegetables they need to support a healthy lifestyle and preventing produce from senselessly going into landfill where it rots and emits methane, a toxic greenhouse gas.



Food Pantry Outreach

Extending our successful on-site workshops into school campuses, Addison Road Community Organisation has developed a new schools outreach program to highlight the problem of food waste and food insecurity in our community and help equip young people with the information and skills they need to make the change they want to see in their schools and homes. Each workshop is designed to be informative as well as fun and engaging, and is tailored to the NSW school curriculum, with 10 different workshops for teachers to choose from.

A pilot workshop was trialled at South Strathfield High School and got the students fired up about food waste and food insecurity. The students provided positive feedback and agreed that they learnt something new, were inspired to act and would love to have us back again. Working

with young people and their schools to fight food waste and hunger is a growing area of work for ARCO and certainly one of the most empowering and inspiring things our staff get to do in a working week.

Addison Road Community Organisation continued to educate and engage the wider community around the issue of food justice at local fairs and markets in the Inner West this year, including Carriageworks Markets, Sydney Organic Markets (on site at Addison Road), Marrickville Festival and the Footprints Eco Festival at Whites Creek in Annandale. These events have provided an opportunity to create and increase local awareness about the problems and challenges of food waste and food insecurity, as well as the many different ways Addison Road Community Organisation supports community development.



The Mobile Food Pantry

Addison Road Community Organisation took its Food Pantry to the streets in 2019, with our first mobile food pantry starting up in South West Sydney, in partnership with Penny Appeal Australia and Mums4Refugees.

The idea is simple: we pack up fresh food, fruit and vegetables from the Addison Road Food Pantry and we take it to Belmore Youth and Resource Centre every Friday morning, taking affordable food to people who need it but cannot make the trek to Marrickville. Just like at the 'home' Food Pantry, customers get a free loaf of bread and free fruit and vegetables after they purchase a \$5 box of groceries of their choice.

We chose Belmore as the location for our first mobile pantry because it is an area with a high level of food insecurity and many households made up of people seeking asylum in Australia and refugees who are really doing it tough.

As well as fighting hunger, the Mobile Food Pantry helps to address some of the issues which go hand in hand with poverty, including isolation, domestic and family violence and poor mental health. To this end, a large number of referrals were made to specialist services for legal support, health care, dental work, assistance with visas and other needs. The Mobile Food Pantry has become a safe space where customers share stories, build confidence and friendship and feel part of a community.

We thank Penny Appeal Australia for helping us to get this important service off the ground and for helping to fund it. Thanks also to the Mums4Refugees network for creating a sustainable

stream of donations for high-cost products such as baby formula, nappies and personal hygiene products that we would otherwise not be able to provide.

Special thanks also to Hampden Park Public School for their ongoing engagement with the service, which has provided us with a window into the needs of struggling families in the area. As a result of this partnership, we have helped several local Rohingya families at the school develop a small entrepreneurial venture using food from the Mobile Food Pantry to make jams, bread and pickles which are sold in local markets and fairs.

With help from our generous donors, in the three months to November alone, the Mobile Food Pantry delivered emergency material aid to the value of \$7,000. We also ran, in conjunction with Penny Appeal Australia, two Mobile Food

Pantry events at the Gallipoli Mosque in Auburn during the year, supporting 80 families with low-cost groceries and developing warm and mutually supportive relationships with the Muslim community and other agencies in the Auburn area.

The Mobile Food Pantry wouldn't be nearly as successful as it has been with without the support of other local services, including: Canterbury Bankstown Community Services, Catholic Care, Gallipoli Mosque, Islamic Women's Association (IWA), Mission Australia, STARTTS (Services for the Treatment and Rehabilitation of Torture and Trauma Survivors) and Youth Services NSW.





WOW Food! Inner West Project

In 2018 Addison Road Community Organisation won a Food Donation Education Grant from the NSW Environmental Protection Agency to undertake a war on (food) waste project in the Inner West. The project, which will be completed in mid 2020, has three major components, namely: a food donor study to identify and understand barriers that can prevent food donations; a campaign to recruit and engage donors; and the creation of a food rescue alliance that connects donors and local agencies providing food relief.

The WOW Food! Inner West Campaign was officially launched at Addison Road on 18 November, 2019 by NSW Minister for Energy and the Environment, the Honorable Matt Kean MP with an abundant and festive long-table lunch—featuring plenty of rescued food—prepared by chefs from Barilla Australia, with dessert from Maggie May Café. Our federal representative, the member for Grayndler and Leader of the Opposition, the Hon Anthony Albanese MP, spoke under the trees about the important role Addi Road plays in an area that is clearly gentrifying but still has the largest number of boarding houses in the country. Food Pantry customers and volunteers joined the feast, along with generous local business-people, donors and politicians.

*Thank you Annabella de Sousa,
Mark Taylor and Libby Shama*



Donor Engagement

This year, Addison Road Community Organisation has been able to develop fantastic new donor relationships with local businesses which have helped us increase the volume of the food we rescue from an average of around four tonnes a month to now almost 8 tonnes a month, or 96 tonnes a year. This doubles our food rescue effort and its environmental impact and has put us on target to meet the key performance indicators for food rescue we set ourselves with the EPA.

By October 2019, we had diverted 69,000 kg of food from going to landfill. This represents a 131,000 kg reduction in greenhouse gasses, or 11,705 days of domestic electricity. Put into perspective, our rescue efforts this year have saved the equivalent of 32 years of electricity use by an average Australian household.

We were delighted to welcome 15 new donors on board to support the Food Pantry and Mobile Food Pantry this year. This donor engagement has allowed us to increase the range of products on offer and as a result the Food Pantry has become much more of a 'one-stop shop' than a 'shop before you shop'. Our range of pantry staples and sources of protein (both animal and plant-based) has greatly increased, which has been appreciated by our customers. At the same time, however, our ability to source groceries from Foodbank has been impaired due to climate and market factors. Under these circumstances, creating new donor relationships has become even more important for our sustainability and we welcome all new donors with open arms (or should we say plates?).

We continued our partnership with the Hilton Hotel Sydney to rescue excess food from the Hilton's daily breakfast buffet and offer it for lunch in the Addison Road Community Centre kitchen, where it is enjoyed by locals living on low incomes and our Newstart and Centrelink volunteers. Addison Road Community Organisation hosts an average of 20 such volunteers each day who do essential work around the Centre and help out in the Food Pantry. For some, this is the most nutritious or even the only meal they might have in the day and it is really appreciated.

Special thanks are due to the donors, advocates and volunteers who have helped support Addi Road's Food Justice program in many ways this year:

Addison Road Fruit & Veg, Aldi Leichhardt, Barilla Australia, Berger Ingredients, Bertocchi, Best and Less, Bob & Pete's Yum Bakeries, Bread & Butter Project, Bundle Variety, Burwood Girls High School, Cafe 2204, Elizabeth Cage, Camdenville Public School, Channel Ten, CHOICE Magazine, Colyton Pharmacy, Clovelly Public School, Coogee Public School, Cornersmith Marrickville, Ethical Grocer-Enmore, EPIK Brands, Farmer Jo, Ferncourt Public School, Craig and Lara Foster, Fine Foods, The Fresh Basket-Newtown, Get and Give Project, The Generous and the Grateful, Grill'd Darling Harbour, Grill'd Leichhardt, Hampden Park Public School, H2coco, Hilton Sydney, IGA-Newtown, IGA-South Hurstville, Mark Isaacs, Italian Bowl-Newtown, Maggie's Rescue, Maggie May Café, Minnie Mitroyiani, MKR Film Crew, Mummies Paying it Forward, Mums4Refugees Sydney, Veronica Nou, Orange Grove Public School, Parker Cleaning Services, PCYC Marrickville, Penny Appeal Australia, QE Foodstores-Randwick, QE Foodstores-Milsons Point, RSPCA, St Mary's Public School, Sanitarium, Secondbite, Seet Dance Company, Serendipity Ice Cream, Seventh Street Ventures, Libby Shama, Spotted Cow, Sydney Special Children's Christmas Party, Think Foods, Vic on the Park, Vanella Cheese, Wilkins Public School, Willie the Boatman, Wilson Street Dropbox

Thanks also to the kind individuals and groups who didn't leave their names—just came in and donated from their home pantries, local fruit and vegetable co-ops, workplaces and schools.



Community.a.Fair

Community.a.Fair is a dynamic and evolving community development program, led by Addison Road Community Organisation and run in collaboration with a range of local service organisations and agencies. The program is designed to create opportunities for people to get out and into their community for recreation, interaction, information and empowerment.

The Community.a.Fair events held at Addi Road bring people and services together in a relaxed, friendly and supportive setting. Where else in Sydney can you get assistance from Centrelink, try tai chi and get advice on aged care, overdue bills or mental health while you enjoy a sausage sandwich and local youth rock band - all for free?

Community.a.Fair is about both access and enjoyment and plays a vital role in building connectivity and engagement in our neighbourhood every year. In 2019, Addison Road Community Organisation hosted four specially themed Community.a.Fair days as well as running several monthly 'mini-hub' events with the Addison Road Food Pantry through the year.



Seniors Week

The first Community.a.Fair in 2019 was 'It's a Seniors a Fair', an Inner West Council celebration of Seniors Week that drew over 300 people to Gumbramorra Hall at Addi Road on the 20th of February. In between interactive dance performances from Sydney Bollywood and Salsa for Seniors, the crowd milled through expo stalls offering a plethora of information and activities. Among the stall holders were the NSW Police Force, Zumba Gold, Fair Go Care, Annette Kellerman Aquatic Centre, Community and Cultural Connections, Dementia Australia and Ethnic Community Services Cooperative.

Mental Health Month

In October, mental health was the focus for the school-holiday Community.a.Fair. Taking the official Mental Health Month theme, Share the Journey, as our inspiration, we hosted a forum with several courageous and generous individuals about mental health issues in our communities. Addi Road's media manager, Mark Mordue, hosted the discussion.

Camilla Martin of Beyond Blue discussed anxiety, depression and modes of coping, from meditation and eating well to exercise, sleep and rest as healing forces

Isaac Chambers, a volunteer at Headspace and advocate for youth mental health issues, opened up the conversation to problems around forming one's identity, drug abuse and how to rise above isolating and destructive behaviour patterns.

AJ Tennant from Extinction Rebellion NSW, spoke about the mental health impact of climate and environmental crisis with the message, 'Don't get sad, get mad!'.

Karen Thorne, Programs Development Manager at the RSPCA, discussed the connections between improved mental health and pets and

how better relationships with animals help cultivate better social connection.

And Tom Studans, NSW Coordinator for the Australian Unemployed Workers Union (AUWU), gave a powerful account of how low Newstart and Youth Allowance rates, bureaucratic harassment from job providers and the notorious Robo-debt letters were "creating an epidemic of mental illness and suicide", leading Tom to his work lobbying for political and social change as much as helping individuals to understand their rights as citizens.

Community.a.Fair participants were also able to access information from several local mental-health and related service organisations, join Bollywood or salsa dance sessions, take a tour of the Addison Road Community Garden and enjoy the regular 'fair fixtures of a barbeque, jumping castle and music on Gumbramorra Green.



Naidoc Week

As Australia celebrated NAIDOC Week 2019, on the 10th of July we welcomed our community to Gumbramorra Hall for a very special Community.a.Fair. Featuring a performance from “fAb-original” drag queen Felicia Foxx, a demonstration from the Australian Martial Arts Academy, live music, art and craft activities, a jumping castle, a BBQ, and plenty of service organisations, it was a wonderful chance for our community to come together and acknowledge the history, culture and achievements of Aboriginal and Torres Strait Islander people.

Of utmost importance to the day was a public reading of the Statement of the Heart by Uncle Allan Murray, one of the Statement’s 250 authors. This moment was an opportunity for settlers of Australia to understand their role in ensuring that there is a First Nations voice to parliament. As Rosanna Barbero, CEO of Addison Road Community Organisation said on the day, without this, ‘we cannot continue to build a nation of peace and respect.’

“We seek constitutional reforms to empower our people and take a rightful place in our own country. When we have power over our destiny, our children will flourish. They will walk in two worlds and their culture will be a gift to their country.”

- Uncle Allan Murray, reading from the Statement from the Heart during our NAIDOC Week Community.a.fair Community.a.Fair





Youth Week

The Youth Week Community.a.Fair on the 17th April featured an open stage for live performances. Lots of young people in various ensembles, or bravely solo, took to the stage, with generous technical support and prizes provided by Inner West Council's youth and children's programs team.

This was one of three events that we hosted this year which opened the Centre to young musicians - there simply aren't enough venues or performance opportunities for all the young talent in Sydney these days. At Addi Road, we plan to continue helping put young musicians (and dancers, actors and poets) on stage in 2020.

The Youth Week Community.a.Fair also offered a range of activities and services information tables for people of all ages including a collaborative painting on canvas, jewellery-making, badge-making, a jumping castle and a barbecue.

Special thanks to our 2019 Community.a.Fair partners, supporters, participants and volunteers:

Afea Care Services, All Age Music, Assemblage Sisters, Ariane Koller Yoga, atWork, Australia, Australian Council of Social Services, Australian Hearing, Australian Martial Arts and Fitness Academy, Australian Tax Office, Australian Unemployed Workers Union, Barnardos, Beyond Blue, James Bretherton and Addison Road Community Garden, Leto Bui Jones, Department of Human Services (Centrelink), Connect Marrickville, Community Cultural Connections Inc., Department of Justice (NwSW), Disability Services Australia, DJ Fernando, Ethnic Community Services Coop, Good Shepherd, Headspace Ashfield, Health Care Australia, Inner West Council (Children and Youth Programs), Inner West Police, Shiri Jaheruddin, Chrisavve Magdas, Sumie Miyagawa, Migrant Metro Assist, Minnie Mitroyiani, Mission Australia, MTC Australia, Multicultural Care, Napcan, New Horizons, Older Women's Network, People With Disability Australia, Radio Skid Row, Squizzy Rider, Royal Society for the Prevention of Cruelty to Animals, Salsa For Seniors, Statement From the Heart Working Group, Sydney Bollywood, TAFE NSW (Petersham), Young Carers NSW, YARN Australia, Youth Off the Streets, Brady Winrob, ZENRock Studios.



Living Museum Program

The Addison Road Living Museum is an evolving program of projects, activities and events designed to highlight and engage the community in the history of the Centre. Although far from being a traditional object-based museum, the Living Museum does have a growing collection of images, oral histories and archives about Addison Road specifically and related histories of multiculturalism, the arts, environmentalism and social justice movements more broadly. Key Living Museum activities in 2019 included:

Lost Waterways of the Inner west

Inspired by the NSW History Week theme 'Memory and Landscapes', we presented Lost Waterways of the Inner West on Sunday 8th September, a free event that took the 'lost' freshwater creek at Addi Road as its starting point, inviting the community to discover and explore the vast network of local waterways hidden beneath our feet.

The audience enjoyed a slideshow of historic images of local waterways, portraits from the Cooks River Aboriginal Oral History project by Cooks River Alliance, and a short walk to find the buried freshwater creek at Addi Road as well as hearing three presentations: a talk on the history of Gumbramorra Swamp in maps and images, by historian Sue Castrique, joint winner of the Nature Writing Prize for 2019; a meditation on the Cooks River as a lost-but-living waterway by travel and history writer Alexander Wells; and a survey of creative responses to the past and potential future of local waterways by public artist Graham Chalcroft.



Collection Development

Thanks to the work of dedicated Living Museum volunteers, our Hannah Middleton Peacemaker's collection - more than 300 badges and several t-shirts and tea towels collected over a lifetime of activism - has been catalogued and more than half of the catalogue records published with e-Hive, where they may be browsed online. We have been guided in this work by a skilled and generous neighbour, Karen Goes.

The significant former army buildings of Addi Road were also catalogued this year and are ready to be published online with accompanying photos in 2020. Next year holds the promise of more cataloguing work, thanks to an anonymous donation of a box of wonderful photos from Addi Road in what looks to be the late 1970s and early '80s.

Our core oral history collection has now been transcribed and will soon be ready for online sharing. This is a collection that we hope to extend in 2020, in particular to record more stories of Addi Road and Sydney's history with people from non-English speaking backgrounds. The celebration of the Addison Road childcare centre (which opened in 1988) that we have planned for May 2020 will be a great opportunity for recording more stories of this special place and its people over the years.

ANZACS of Addi Road

Prior to its dedication as a community centre in 1976, Addi Road operated as a military facility from 1916 until 1975. Thanks to our Living Museum program, we now know that during World War One, at least 54 Australian men enlisted for military service and took their oaths to, 'serve King and Country' here. In 2019, a Masters student from the University of Sydney's Museum and Heritage program conducted detailed research on these 'Anzacs of Addi Road', identifying their service records and dozens of other documents and images that together form the basis for a future exhibition or publication about the extraordinary experiences of the 'Great War' for people connected with Addi Road.

School Excursions

Several Sydney schools came for excursions and workshops to visit the Living Museum at Addi Road this year. Programs were tailored to meet the needs of each school, whether to include creative activities like drawing our heritage buildings or singing live on radio, or to provide hands-on challenges like shopping and meal-planning on a budget at the Food Pantry.

Primary and high school students from both nearby and further afield made the most of the rich history and contemporary relevance of Addi Road for their learning, with our War on Waste and The Buried Creek workshops being the most popular choices this year. After bringing her students for a Buried Creek workshop, a teacher from one local school said, 'My colleagues and I would to thank you so much for that fantastic excursion yesterday. We are hoping to make this a regular excursion that our school does as it fits in so well with the curriculum.'

We love working with young people and would like to thank all the teachers and outdoor educators who brought their students to Addi Road this year.



Honour Roll for Peace

The Honour Roll for Peace that stands at the gates of Addison Road Community Centre is a unique community-based memorial that was dedicated on the 100-year anniversary of Australia's vote against conscription in 2016. Truly a people's monument, anyone may nominate a plaque to be dedicated to an individual or organisation that deserves recognition for their efforts for peace, justice, solidarity and an end to war. Plaques can be dedicated to 'peace heroes' who are deceased or those still working to make the world a better place. Several new plaques

were dedicated in 2019 and there are now more than 90 plaques on the Honour Roll for Peace.

On a wintry evening in September, for the second year running, people bearing candles, flowers and guitars gathered in front of the plaque dedicated to Victor Jara to mark the anniversary of his death. The Chilean musician, poet and playwright was one of thousands murdered during the Pinochet coup of 1973. This kind of active community remembrance is exactly what the Honour Roll for Peace is all about. The effect of these ceremonies and of the Honour Roll itself in recognition,

reflection, remembrance and gratitude is hard to measure, but it undoubtedly plays a part in building community connectedness and courage to struggle for a better world.

In 2020, new plaques will be dedicated on two occasions: the World Day for Social Justice on the 20th February; and the International Day of Peace on the 21st of September. Addison Road Community Organisation is proud to maintain and expand this important project that recognises and pays tribute to people whose important contributions are often neglected in the public sphere.

Addison Road Community Organisation Multicultural History Award

This year the History Council of NSW announced an exciting new prize, the Addison Road Community Organisation Multicultural History Award. With a commitment to fostering and fighting for a healthy multicultural society lying at the heart of Addison Road Community Centre's work for more than 40 years, the prize is a fitting contribution to supporting Australian history-writing.

The purpose of the award is to encourage new and emerging historians to discover, analyse and explore multicultural histories and the history of multiculturalism in Australia and to increase academic and public engagement in a topic that has ongoing relevance to Australian history and society.

On the 3rd of September, the



2019 Addison Road Community Centre Organisation award for Multicultural History was awarded to Charlotte Ward for a brilliant essay about national myth-making around the celebrations of Captain Cook's discovery of Australia held in 1970. With the 250th anniversary of this event approaching and various commemorations and re-enactments in the works, her exploration of how such myths are fractured and challenged by Indigenous histories is a highly relevant and deserving award-winner.

The Value of History

Addison Road Community Organisation was honoured to be represented at the annual conference of the Australian Historical Association held in Toowoomba in July this year, at which our Living Museum coordinator Mina Bui Jones gave a paper, 'Militarism and multiculturalism: complex connections at Addison Road.' An important outcome of the conference was the publication of a 'Value of History Statement'.

The statement represents an urgent response from the history community to a rise in racism, xenophobia and division around the world in recent years that relies on either false histories or ahistorical claims. We recognise the connections between social justice, community development, peace and honest history in the work we do every day at Addi Road. Our Living Museum program is all about engaging with the past in order to create better futures and we are proud to endorse the Value of History Statement;

The study of the past and telling it's stories are critical to our sense of belonging, to our communities and to our shared future. History shapes our identities, engages us as citizens, creates inclusive communities, is part of our economic well-being, teaches us to think critically and creatively, inspires leaders and is the foundation of our future generations.

Thanks to people who helped by sharing their time and skills for Living Museum projects this year: Sue Castrique, Graham Chalcraft, Susan Conyers, Glenn Dawes, Karen Goes, Vanessa James, Tanya Ljubic, Mathilde Montpetite, Sabine Pyne, Alexander Wells.





Public Schools Arts Festival

Addison Road Community Organisation's commitment to supporting public education and arts and culture is expressed every year during Education Week through our Public Schools Arts Festival, run in conjunction with the Inner City Teachers' Association and Drawn to Seeing. Launched in 2015, the Festival is an annual exhibition with an opening event featuring live performances that provides an opportunity for budding artists in public schools across Sydney to showcase their work outside of their schools, in the 'real world' of Addi Road's StirrUp Gallery and theatre spaces. Many of the artworks reflected interest in the natural world and the theme of finding a home.

This year, as well as the fantastic visual artworks on show in the StirrUp Gallery, audiences enjoyed dramatic works and school-based rock bands in the Depot Theatre, newly named the Flightpath Theatre, thanks to the participation of Inner West Drama.

The Public Schools Arts Festival has grown to become a truly inspiring and exciting calendar fixture organised in conjunction with the Inner City Teachers' Association and Drawn to Seeing, with the support of dedicated teachers and arts educators.

Thanks to the 2019 PSFAF Committee:

Robyn Chiles, John Gauci, Angela Hutchings, Winona Lubyanko, Karen Manning.

And thanks to Inner West Drama, Darrell Archer, Rebecca Campisi, Fernando Coloma, Dylan Hartas, Martin Neville, Neil O'Donnell, David Quaglia, Martin Taylor.

And to the 2019 participating schools:

Ashfield Public School, Burwood Girls High School (MCs for the evening), Burwood Public School, Dulwich High School of Visual Arts and Design, Dulwich Hill Public School, Ferncourt Public School, Marrickville High School, Marrickville Public School, Marrickville West Public School, Rozelle Public School, Summer Hill Public School, Taverners Hill Infants School, Wilkins Public School



StirrUp Gallery

With a name that evokes both the horses that were stabled at Addi Road during its former life as an army depot and the history of activism and advocacy of the last 43 years as a community centre, the Stirrup Gallery is one of Addison Road Community Organisation's social enterprise projects. The Gallery is also one of the very few galleries in Sydney that is hired to artists at affordable rates, allows artists almost complete freedom to curate their own exhibitions and with no commission charged on sales.

In January 2019, Addison Road Community Organisation hosted an exhibition at the Stirrup Gallery of works by Italian artist Salvatore Nuccio, titled 'Looking Out. Looking In'. The exhibition featured a body of nostalgic works on paper inspired by several European masters, with the proceeds from the sale of the artworks donated to the Food Pantry's outreach work to assist refugees and people seeking asylum.

In July this year, Rosanna Barbero announced the Addison Road NAIDOC 2020 Artspace Award, an invitation for proposals for use of Stirrup Gallery during NAIDOC Week for exhibition or performance from Indigneous artists, arts groups or ensembles. We look forward to seeing the artistic proposal our Board will chose the award.

Kids Rock at Addi Road

Gumbramorra Hall rocked to sound of youth in April when we opened the stage to school-age musicians with a special event: Kids Rock the Street Food Markets. With very few suitable venues or performance opportunities for the hundreds of talented under-18 years old musicians in Sydney, we want to make sure that young people use Addi Road, their community centre, to gain genuine, on-stage experience setting up and performing in front of a live audience. Kids Rock the Street Food Markets was one of three Addi Road events through the year at which school-age musicians performed live. It was generously sponsored by Zen Rock Studios with a prize of professional studio recording time.

In the lead-up to the night, guitarist and lead singer from the band Polly (winners of the studio-time prize) said, 'We have about five songs ready to play – and three members rockin' the bass, drums, and guitar. We like to make weird sounds on our instruments, and are inspired by folk, experimental music, and indie rock. We have been looking for a gig for ages, and it will be brilliant to play at your night market.'

We have more kids rock events planned in combination with our Street Food Markets for 2020.



Networks & Partnerships

Education Partnerships

As well as running the annual Public Schools Arts Festival and school excursions and workshops, every year we also work with tertiary institutions to ensure that a broad range of students can make the most of Addi Road as an extraordinary learning and professional development resource. Students on placement or doing project work with us appreciate being able to get hands-on and up close to 'real' community development, as well as bringing fresh ideas and the latest in sector theory and practice to Addison Road Community Organisation.

In 2019, we worked with many tertiary institutions, including:



University of New South Wales, School of Built Environment - The 2019 Social Agency Studio used Addi Road as its site for its major research and design project;
University of New South Wales, Centre for Social Impact - Research projects on the value of community benefit provided by ARCO;
Macquarie University, Professional and Community Engagement - Faculty of Arts students researched and wrote a report on the impact of 40 years of neoliberal policies on the communities that ARCO serves;
Macquarie University, Professional and Community Engagement - Two student groups from communications courses produced crowdfunding campaign proposals for ARCO;
University of New South Wales, Work Integrated Learning - a 400-hour Social Work student placement;
University of Western Sydney - a 400-hour Social Work student placement;
TAFE Ultimo, Community Services - student placement;
TAFE Ultimo and Campsie - several Business Administration students from migrant backgrounds came on short work-experience placements;
University of Sydney, Museum & Heritage Studies Masters program - Two professional placements focused on the World War One history of Addi Road and investigating application for State Heritage listing for the Centre, respectively.

Thanks to all the tertiary institutions and the talented, enthusiastic students we were fortunate to work with in 2019, especially Jade and Lee Roberts, Chrisavye Magdas, Minnie Motroyiani, Marjita Primas, Hanzhang Yu, Brady Winrop and Vanessa James.



Advocacy and advisory groups

Advisory groups are an opportunity for citizens to put democracy in action. Addison Road Community Organisation is a member of the Inner West Council Multicultural Advisory Group that meets regularly to debate and critique issues and provide feedback to Council. In this group, through robust discussion, we have redefined multiculturalism, put anti-racism strategies on the agenda and recommended that March 21st, known as Harmony Day be recognised for its original international meaning as the United Nations (UN) International Day for the Elimination of Racial Discrimination. We also campaigned successfully for a special Multicultural grant program to be funded by Council. The group contributes to strategies, policies, programs and actions that help to achieve the aspirations of our diverse and multicultural community.

With Metro Migrant Assist, Addison Road Community Organisation also stepped up to co-chair the newly formed Inner West Multicultural Network, an evolution of the former Marrickville Multicultural Interagency. This large interagency is committed to advocacy, connecting communities with opportunities and fostering collaborations and partnerships. Activities planned by the network include action to stop loss of specialised services and training such as CALD, Children Services, Literacy, Disability, Aged Care, Refugees/Asylum Seekers and expansion of employment work experience programs for people with qualifications from overseas. The Network is concerned to support cultural shifts in communities to help self-sufficiency and self-advocacy.

Raise the Rate Campaign

Inspired (and outraged) by the Australian Council of Social Service Conference last year which focussed on poverty, Addison Road Community Organisation moved quickly in the new year to champion an increase in Newstart and Youth Allowance, with low social-security payment levels identified as the main contributing cause of poverty in Australia, along with the low minimum wage.

Newstart has not been increased in real terms in 25 years, despite the cost of living consistently climbing. Rising rents, the soaring cost of electricity and public transport fee increases have all impacted the communities we serve to the point that many individuals and families are vulnerable to homelessness and food insecurity as well as experiencing negative effects on mental health, wellbeing and physical safety.

The Inner West Raise the Rate Campaign was launched at

Addi Road in April this year, and since then has been gathering momentum. The Sydney Street Choir attended the launch and sang the RTR Campaign anthem 'It's Time'. For many people who attended it was the first time they have had their voices heard about the struggles they face to survive on a day to day basis. This included isolation from the broader community, reduced self esteem and for many, health and mental health problems such as depression, anxiety and even suicide ideation.

In May, Inner West Council resolved to join Addison Road Community Centre, the Australian Council of Social Services (ACOSS) and the Australian Unemployed Workers Union (AUWU) as a partner in the Raise the Rate Campaign. Shortly after that, Addison Road Community Organisation hosted a press conference for the Member for Grayndler, The Hon Anthony Albanese, where he

committed to increasing Newstart as an Opposition policy.

In October, ARCO formally established a Raise The Rate Inner West campaign group, which includes local people who are struggling to exist on \$40 a day. The group has been effective in lobbying the government, most recently through the Senate Enquiry hearings into Newstart and job providers, and members have been developing confidence in having their voices heard.

On October 23, we named one of the streets in Addison Road Community Centre 'Raise the Rate Drive' to affirm our commitment to this important campaign. The unveiling of the new street sign was officiated by Ricci Bartels, former board member of Addison Road Community Organisation. Ricci also featured on the Q&A episode on Newstart in early September, and her story helped to raise a widespread understanding of the plight of people living on Newstart. Ricci worked hard all her life, paid her taxes, and at the age of 62 found herself out of work and on Newstart. On Q&A, Ricci openly challenged Scott Morrison to tell her what more she should do to 'have a go', so she could 'get a go'.

There are currently 800,000 Australians receiving a social security payment. For every job available there are 10 people who are unemployed. At the moment the Newstart rate is \$160 a week below the poverty line, and has not been raised in real terms in 25 years.





Community Solidarity

Addison Road Community Organisation is committed to dozens of collaborative partnerships with community-based organisations, including Area Health Multicultural Hub, Ignite SSI Resource Board, Sydney Latin American Film Festival and YARN Australia, and is an active member of several bodies, including the Arab Council of Australia, Callan Park Refugee and Community Welcome Centre, Community and Cultural Connections Inc., Ethnic Communities Council, Ethnic Community Services Co-operative, History Council NSW, Independent and Peaceful Australia Network, International Coalition of Sites of Conscience, Marrickville Heritage Society, Museums and Galleries NSW, National Trust of Australia (NSW), Royal Australian Historical Society, Raise the Rate campaign with Australian Council of Social Services, Refugee Council of Australia, TAFE Community Alliance, WOW! Food Alliance.

Throughout 2019, we hosted or participated in many community solidarity events. In March, Addison Road Community Organisation representatives attended a memorial service for the victims of the Christchurch mosque shootings held at Al Hijrah Mosque in Tempe. In May, we invited family, friends and neighbours to our first iftar, the evening meal with which Muslims break their daily fast during Ramadan. Beautiful vegan food was provided by the Egyptian street food business on site, Koshari Korner. This was also the location for 1,001 Falafels, an evening of stories and sharing held in National Unity Week.

For Refugee Week in June, our Mobile Food Pantry made its debut at House of Welcome to donate groceries and toiletry packs for people seeking asylum. We welcomed visitors from the Sydney Hilton and Strathfield South High School to learn about the Mobile Food Pantry and the work

we do providing for refugees. Willie the Boatman Brewery hosted a 'Karma Keg—donating 100% of the proceeds from the sale of their Marrickville lager to the Mobile Food Pantry. We hosted a screening of the documentary 'As It Happened' about a youth theatre project in a Palestinian refugee camp and a photography exhibition and community forum by Refugee Action Coalition Sydney.

ARCO provided pro-bono or discounted venue hire to a range of grassroots community groups and causes throughout the year, including, but not limited to: Extinction Rebellion Sydney, Fundacion Victor Jara, Friends of Hebron, Inner West Women's Shed, Maggie's Rescue, Marrickville Peace Group, Project Bantu, Stop Adani Enmore, Stop 5G campaign, TAFE Community Alliance, Unima Australia (Friendship Through Puppetry).

Site Management & Infrastructure

Hut 9/Depot Theatre

upgrades – This year we oversaw the installation of new floors in the front section of Hut 9. The new floor means that we are able to rent out the building and we are happy to welcome a new tenant to Addi Road, Street Library NSW adding a new thread to the diversity of organisations that operate here and serve the community.

The Depot Theatre building has also been given a fresh breath of life with new tenants moving into the space in July this year. Inner West Drama have made it their home and become one of the latest tenants to join the centre this year. There have been a number of safety, access and amenity works carried out that have updated the facilities and have ensured that a prominent and historic Addi Road building can continue

to be used as an independent, community-based theatre - something increasingly rare in Sydney.

Carpark upgrades – We have made multiple repairs to rain-damaged areas of the Centre's carpark. Unfortunately, due to the natural landscape of the area, the carpark will continue to bear the brunt of local flooding following heavy rain. This erodes the carpark much faster than other areas and without a multi-million dollar remediation, short-term repairs will remain an ongoing maintenance issue.

Heritage Access Path upgrades – Concrete wheel stops have been installed to prevent cars from parking on the Heritage Access Path that follows seven heritage information panels and three audio-story 'stops' that interpret the history

of Addi Road. The Heritage Access Path forms a continuous pedestrian and disability-access loop through the Centre but, unfortunately, drivers continued to ignore 'no parking' signs and park on top of the path. The new wheel stops have been installed to prevent drivers parking or swerving onto the path, whilst still allowing Sydney Organic Markets stallholders to park and unload their vehicles on Sundays.

Gumbramorra Hall Kitchen Refurbishment – In 2019 Addison Road Community Organisation won a \$50,000 Stronger Communities Grant to upgrade the kitchen in Gumbramorra Hall. As well as increasing the amenity and flexibility of the Hall for private bookings and community celebrations and events, the kitchen will also be used to



develop social enterprise projects and to run cooking classes for our Food Justice program. We are excited to have a kitchen where we can also convert excess stock and produce from the Food Pantry and the Food Pantry Community Garden into wholesome meals or pickles and preserves, helping prevent food waste. The Gumbramorra Hall kitchen refurbishment will be completed by the end of the year, so we can expect the benefits to flow throughout 2020.

Fire Maintenance

Servicing – We continue to improve and update our fire safety measures. In 2019, all of the fire hydrants, hose reels and exit lighting that we are responsible for around the Centre were inspected and certified by relevant contractors. These bi-annual fire safety audits ensure we fulfil our obligations as the leaseholder for the site and prevent fire-related accident or injury.

Disability Access in

Hut 1 - Improved access to the ARCO office areas was achieved this year with an external ramp and guide-rail being added to the rear of Hut 1 and the upgrading of the disabled-access toilet. This ensures current standards of access that allow people using power-assisted wheelchairs to independently enter and turn in these spaces and means we continue to improve access for inclusion in our workplace.

Waste management -

Illegal dumping continues to be a difficult and expensive issue, with tenants and members of the general public frequently leaving unwanted furniture, clothing and rubbish around the Centre. We have communicated with TOMRA Cleanaway, the contractor that manages the NSW Return &



Earn container recycling, about the abandonment of shopping trolleys used by people to bring containers to our Return & Earn machine and they are on board with us to find a long-term solution to this problem, which thankfully does not undermine the impressive achievement of more than 17 million containers being recycled at Addi Road to date.

Trees - Regular tree trimming to maintain safety and tree health was conducted this year according to our existing Tree Management Plan, as well as several exceptional call-outs for our arborist to deal with fallen branches and the large camphor laurel trees on the Centre's western boundary.

Addison Road Community Organisation would like to thank our fantastic contractors for their dedication to the Centre and its care in 2019:

Peter and crew from Aall About Plumbing, FEC Concrete and Excavations, electrician Damien Hawryluk, Sam from Sydney Wide Pest Services, Shane from Rooftech Roofing



Organisational Development

Governance

The governance structure of Addison Road Community Organisation is designed to ensure that we are enabled to deliver on the goals established for the organisation in our Strategic Plans and key policies and procedures. Led and monitored by our Board of Directors, the governance structure provides a framework for achieving outcomes in a planned, effective and transparent manner. The varied experiences, interests and responsibilities of board members serves to support the sustainability of ARCO.

Because Addison Road Community Organisation is an incorporated non-for-profit company, external scrutiny comes from ASIC and because ARCO is also a listed charity, we report to the ACNC. We must also satisfy the terms of the Lease Agreement we hold with the Department of Crown Lands, as well as project-funding agreements with government and non-government donors and the reasonable expectations of our members and broader community.

Management of a nine-acre public-access site and 43 licences across 32 buildings inevitably involves a high level of risk management and compliance obligations. Risk management is a key area of our governance focus, requiring constant review and improvement. All the elements

of risk management; mitigation, prevention and control; underpin our daily work. A significant emerging risk lies in campaigns against our charity by licencees (tenants) to further their own interests. In relation to building work and other activities, licencees acting outside licence agreements or without reference to expert advice and the priority areas identified puts the Centre as a whole at risk.

To further support and guide the work of our CEO and staff, this year a finances sub-committee was formed to provide guidance on overall financial reporting, accountability and allocation of priorities for spending. This group also monitors performance, assesses risks and ensures that regulatory requirements are met. It is chaired by the ARCO President and reports to the Board of Directors.

In 2019, the ARCO Board updated its policy and compliance framework to maintain the integrity and accountability of the Addison Road Community Organisation programs and services. ARCO is now even-better prepared to respond to organisational and site priorities, including emerging and unforeseen challenges. In 2019 we focussed on:

- Licences and Rental Policies
- Temporary Hires
- Volunteer Policy and Procedures
- Financial Policy and Procedures
- Venue Hire Policies
- Fire Upgrade Report
- Assessing and planning risk management
- Decision-making informed by risk mitigation, including the need to review rents, rules and regulations and the types of businesses that can operate at the Centre
- Documentation of decision-making processes
- Reviewing the quality of processes and how we are performing
- Identifying, escalating and reporting compliance activities, including non-compliance amongst our tenants that could present a risk to the sustainability of the Centre
- Continued training, learning and seizing opportunities for improvement.
- We review our compliance framework annually or when a change such as new legislation or the establishment of a new code of best practice provides the impetus to review and adapt or update our policies and procedures.

Funding & Fundraising

In a global environment of shrinking public funding for the community and social services sector, we must develop flexibility in relation to identifying and maximising funding opportunities and schemes for generating revenue to maintain the Centre and its range of programs. To this end, our new finances sub-committee is playing a vital role.

About one-third of our revenue is self-generated through social enterprises. As an independent organisation, ARCO needs to develop ethical and sustainable ways to generate the revenue needed to serve our community and to maintain and improve the Centre's infrastructure and heritage buildings. Apart from the licence agreements ('rentals' which are allowed for up to three years) for use of spaces such as theatres, offices and studios, ARCO effectively runs a venue-hire enterprise that generates revenue for the Centre whilst also offering friendly, affordable spaces for private functions, professional workshops and training or community events.

We also run the weekend StirrUp Café and collect fees for

parking on Sundays (during the busy Sydney Organic Markets) to earn income for the Centre. Gumbramorra Hall, our large, multi-purpose community hall, had more than 300 bookings this year, while our StirrUp Gallery was booked for more than 10 exhibitions and more than 20 workshops, film nights or meetings. Bookings for outdoor events on the Gumbramorra Green are also increasingly popular.

Another third of our revenue comes from rents, and we are fortunate that the Department of Crown Lands allows Addison Road Community Organisation to sub-licence premises for non-residential and non-commercial uses. We manage a very special site with over 30 buildings that have, over the years, been able to provide refuge, assistance and 'home' to hundreds of projects, people and dreams. Many have grown and moved on, while others continue to rely on the subsidised rental rates and strong community connectedness that Addi Road offers.

The other third of our revenue comes from one-off project-based grants from both government and non-government sources, as well as donations from corporate and private entities.



Managing Our People

We implemented a range of strategies and created opportunities in 2019 for staff and volunteers to continue to build capacity in line with current and emerging organisational priorities and to foster an inclusive organisational culture which reflects the diversity of our community. Our staff have participated in training programs to enhance or build skills in areas that are valuable to our in-house skills profile. These included on-site courses and online e-learning programs as well as traditional off-site workshops, covering a range of areas from computing and graphic design to working with people experiencing domestic or family violence.

We continue to support and encourage diversity and inclusiveness in our organisation, and this year updated our disability access to ensure that staff, volunteers or tertiary students on placements with disabilities can access all areas of our office and suitable toilet facilities.

In line with our rights-based approach to community development, our organisation either acknowledged or directly led activities around significant days of observance and celebration in 2019, including: NAIDOC Week, Carers Week, Anti-Discrimination Day, Mental Health Month, International Day Against Homophobia, Biphobia, Intersexism and Transphobia, Refugee Week, Youth Week and Remembrance Day. We also held team discussions about the recognition of bullying and misogynist or racist behaviour in the workplace and how to empower staff and volunteers to deal with these unacceptable forms of behaviour when they are presented by members of the public or Centre tenants.

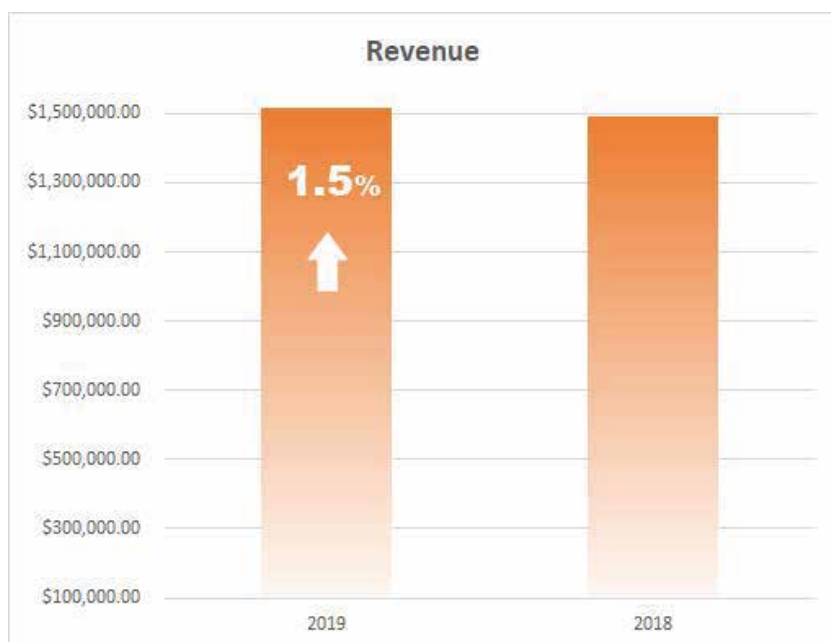


Branding

Those who have known us for a long time will likely have noticed recent changes in our name and logo. Following community consultation led by student-project groups working in visual communications and media, we have formalised the use of the 'nickname' Addi Road and have adopted Addison Road Community Organisation as our regular trading name (dropping 'Centre' to make it less wieldy) while our registered business entity remains Addison Road Centre for Arts; Culture; Community and Environment Ltd.



Financial Report



Addison Road Community Organisation's yearly revenue of \$1,513,410 was up 1.5% (\$22,547) from \$1,490,862 in 2018. Factors which influenced this increase include: income from the Food Pantry increased by almost 50%; income from the Urban Forest Conference; increased income from Sydney Organic Markets ('the Sunday markets'); our weekend café operated throughout the year.

Expenses increased by 23% (\$321,485) to \$1,715,370 due to a combination of factors, including: increased spending on contractor hire fees (related to a Fire & Life Safety Audit Report); legal costs (advice on commercial agreements and a one-off legal matter); increased spending on waste removal (linked to tenant rubbish and one-off dumping); increased staffing costs (related to the growth of the Food Pantry); and increased spending on capital improvements (or infrastructure).

Capital improvements to the value of \$44,023 were made to the Centre through the year, having accounted for almost \$300,000 last financial year, including the installation of a new floor in Hut 9; wheel stops to protect the pedestrian and disabled-access pathway; and upgrading the Depot Theatre to make it fire-safety compliant. Addison Road Community Organisation has prioritised levels of urgent repairs to mitigate the mid- to long-term financial effect of potential risks, in accordance with the organisation's risk management policy.

Current-year loss before income tax was \$285,321 down from a surplus of \$33,772 in 2018. The organisation retains \$221,000 Current Assets, equivalent to two months' core expenditure.

Auditor's Report

2019

2018

\$

\$

OPERATING REVENUE

Donations	4,652	2,160
Rent	581,746	669,626
Rate and Other Recovery	124,555	141,710
Hall and Event Hires	89,509	90,253
Organic Food Market	203,981	184,880
Toll Gate	37,440	40,176
Grants	173,833	179,785
Food Pantry	163,819	110,355
Conference	39,232	-
StirrUp Cafe	35,705	2,241
Interest received	3,372	3,483
Other Incomes	55,565	66,193
TOTAL OPERATING REVENUE	1,513,410	1,490,862

CURRENT ASSETS

Cash and Cash Equivalents	222,522	435,180
Trade and Other Receivables	180,126	194,769
Other current assets	-	-
TOTAL CURRENT ASSETS	402,648	629,949

NON-CURRENT ASSETS

Property, Plant and Equipment	975,716	992,767
TOTAL NON-CURRENT ASSETS	975,716	992,767

TOTAL ASSETS

1,378,363

1,622,716

CURRENT LIABILITIES

Trade and Other Receivables	229,596	240,698
Provisions	189,186	137,115
TOTAL CURRENT LIABILITIES	418,782	377,813

TOTAL LIABILITIES

418,782

377,813

NET ASSETS

959,581

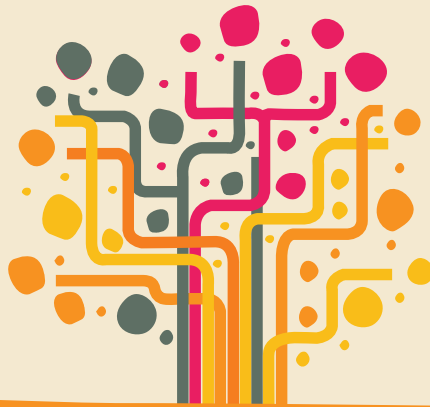
1,244,903

EQUITY

Reserves	544,447	544,447
Retained Plus	415,135	700,456
TOTAL EQUITY	959,581	1,211,131

Where is the money spent?

For every \$100 spent,
this is where it goes:



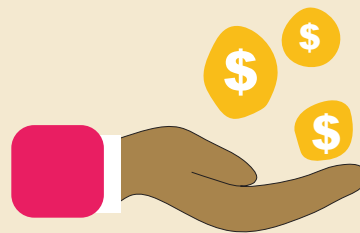
Infrastructure
\$12.16



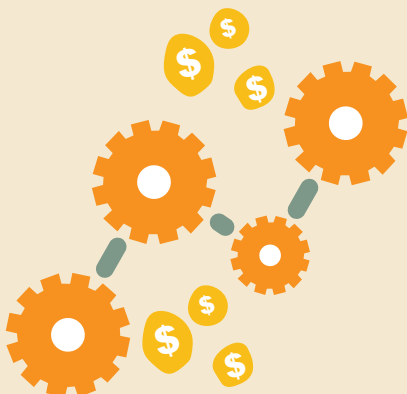
Insurance
\$4.82



Legal & Compliance
\$9.60



**Program Delivery &
Site Management ***
\$42.97



Operating Costs
\$15.23

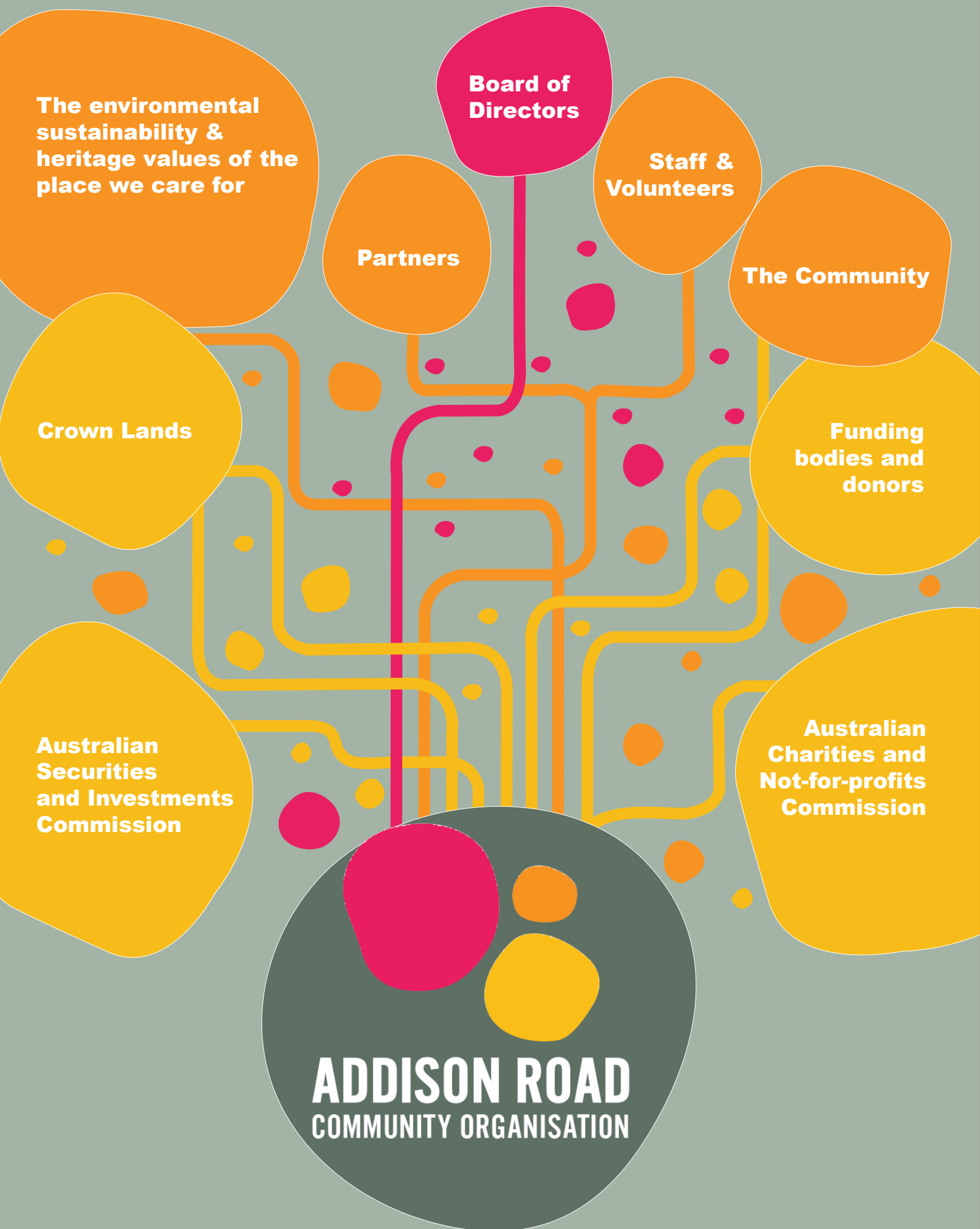


Admin
\$7.37



Utilities
\$7.85

* Includes Salaries



-  - Addison Road Community Organisation reports to
-  - Working together to achieve our goals
-  - Manages the fiduciary, financial and strategic direction of ARCO

The Hollow Tree



by
Mark Mordue,
Robyn Chiles
and Inner West
school children

Addison Road Community
Centre Organisation

\$19.95

From

www.addiroad.org.au



**We should be
saving food so
we can **save**
the planet**

- Victoria, Food Pantry Visitor

BECOME A DONOR

WOW FOOD! INNER WEST

PROJECT OF THE ADDISON ROAD COMMUNITY ORGANISATION